

UNITED STATES DEPARTMENT OF STATE

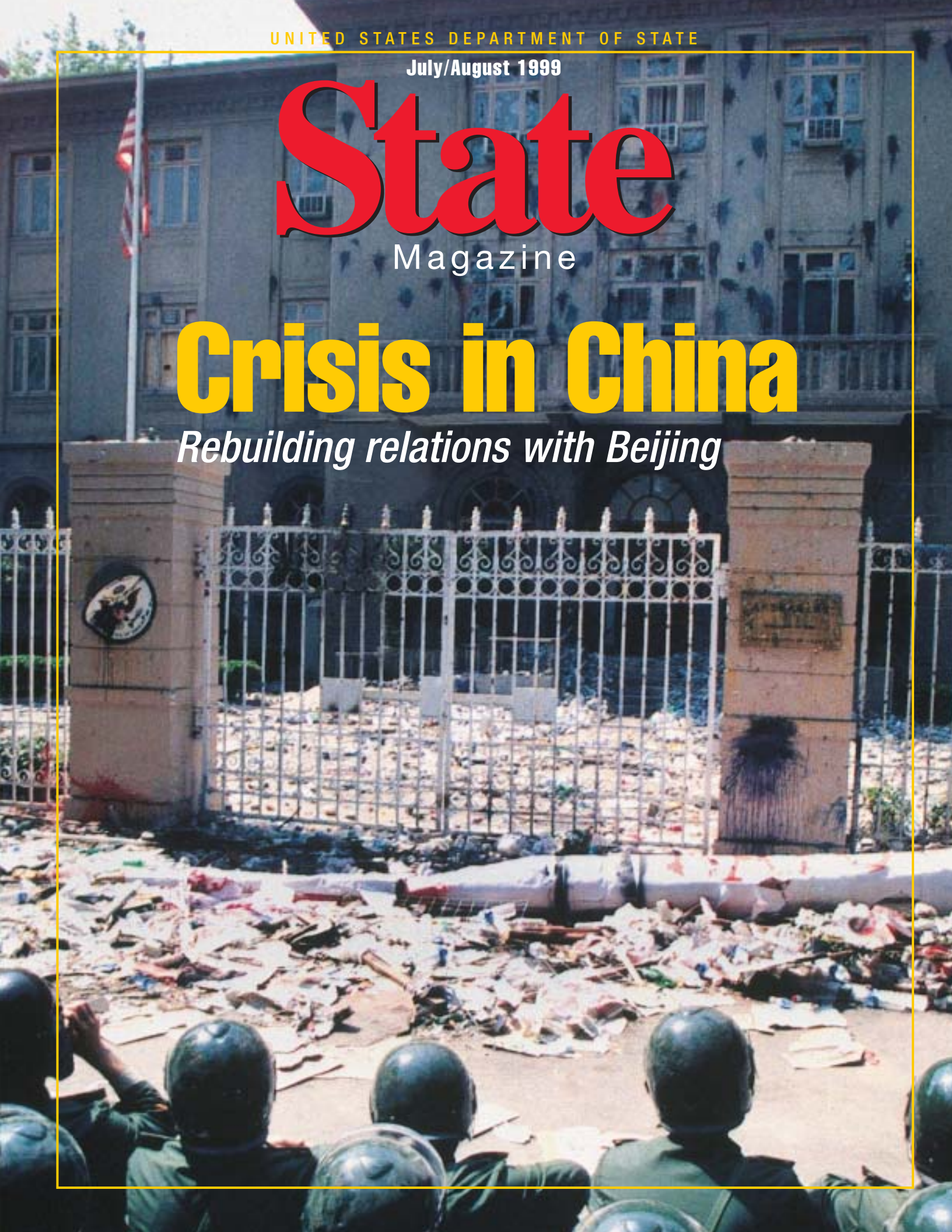
July/August 1999

State

Magazine

Crisis in China

Rebuilding relations with Beijing



Coming in September: **Thessaloniki**



State Magazine

Carl Goodman
EDITOR-IN-CHIEF

Donna Miles
DEPUTY EDITOR

Kathleen Goldynia
DESIGNER

Isaias Alba IV
EDITORIAL ASSISTANT

ADVISORY BOARD MEMBERS

James Williams
CHAIRMAN

Sally Light
EXECUTIVE SECRETARY

Albert Curley
Colleen Hope
Stevenson McIlvaine
Wayne Oshima
Gary Pergl

State Magazine (ISSN 1099-4165) is published monthly, except bimonthly in July and August, by the U.S. Department of State, 2201 C St., N.W., Washington, DC. Periodicals postage paid at Washington, DC. POSTMASTER: Send changes of address to *State Magazine*, PER/ER/SMG, SA-6, Room 433, Washington, DC 20522-0602. *State Magazine* is published to facilitate communication between management and employees at home and abroad and to acquaint employees with developments that may affect operations or personnel. The magazine is also available to persons interested in working for the Department of State and to the general public.

State Magazine is available by subscription through the Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402 (telephone [202] 512-1850). The magazine can be viewed online free at www.state.gov/www/publications/statemag.

The magazine welcomes State-related news and features. Informal articles work best, accompanied by photographs. Staff is unable to acknowledge every submission or make a commitment as to which issue it will appear in. Photographs will be returned upon request.

Articles should not exceed five typewritten, double-spaced pages. They should also be free of acronyms (with all office names, agencies and organizations spelled out). Photos should include typed captions identifying persons from left to right with job titles.

Material may be submitted on disks, emailed or faxed, in 14-point type, to (703) 812-2475. The mailing address is **State Magazine**, PER/ER/SMG, SA-6, Room 433, Washington, DC 20522-0602. Contributions may also be left in Room 3811, Main State. The magazine's main number is (703) 516-1667.

Deadline for copy is the 15th of each month.

Contents

Department of State • United States of America



8

4 Crisis in Kosovo

State rebuilds relations with China following NATO's bombing of its embassy in Belgrade.

8 Post of the Month: Abu Dhabi

The United Arab Emirates is an interesting Middle Eastern posting with Western conveniences.

14 Office of the Month: Geographer and Global Issues

This office's charter extends far beyond mapmaking.

18 Public Service Recognition Week

- Foreign Service Day in Review
- State Observes Third Annual Civil Service Day
- State Employees Honored

29 Healing the Wounds of Nairobi

A Foreign Service officer reflects on how the bombing and the loss of his wife changed him, his family and his view of the Foreign Service.

32 A New Approach to Learning Languages

FSI's new paradigm for teaching 62 languages to some 1,700 students a year is that "one size fits none."

35 The Metamorphosis

Transfers between the Foreign Service and Civil Service are more common than most people think.

37 International Adoptions

Three State employees share their stories of adopting children from other countries.

Honor guard at plaque dedication.



18

C O L U M N S

2 From the Secretary

7 Direct From the D.G.

D E P A R T M E N T S

3 Letters to the Editor

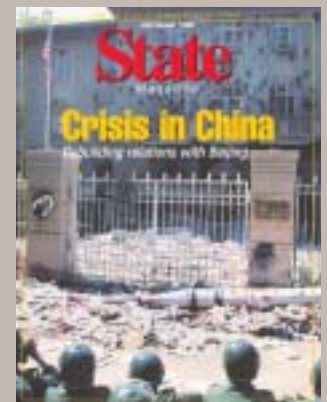
4 In the News

31 Medical Report

41 People Like You

43 Obituaries

45 Personnel Actions



On the Cover

Chinese guards at the
embassy in Beijing.

Reuters photo



FROM THE SECRETARY

SECRETARY MADELEINE ALBRIGHT

Celebrating the Modern Foreign Service

I was honored to participate May 24 in a dinner commemorating the 75th anniversary of the signing of the Rogers Act, which created the modern U.S. Foreign Service.

I congratulate those who conceived and organized the event—Ambassador Brandon Grove, Dan Geisler, Louise Eaton and Director General Skip Gnehm. I also support enthusiastically their effort to use the anniversary as a challenge to look forward—and outward—including the sponsorship of a nationwide high school essay contest on the role of diplomacy in American history.

The dinner was highlighted by the presence of Ambassador George Kennan and numerous other giants of U.S. diplomacy and by insightful remarks from Under Secretary of State Tom Pickering.

In my remarks, I stressed the importance of the efforts being made by our Foreign Service, Foreign Service National and Civil Service personnel to ensure the future security and prosperity of our country. I argued that our personnel “are on the front lines every day, on every continent. And like the men and women of our armed forces—no more, but no less—they deserve, for they have earned, the gratitude and full backing of the American people.”

I also said that we need to draw a clear connection in the public mind between what we do and the quality of life Americans enjoy.

Foreign policy isn’t everything. We cannot tell any American that diplomacy will guarantee safe schools, clean up the Internet or pay for long-term health care, but we can say to every American that foreign policy may well help you land a good job, protect the environment, safeguard your neighborhood from drugs, shield your family from terrorist attack and spare your children the nightmare of nuclear, chemical or biological war.

The savings yielded by successful diplomacy are incalculable.

In addition, I stressed the need to erase the myth that technology and the end of the Cold War have made diplomacy obsolete.

In the new global era, there are few goals vital to America that we can achieve through our actions alone. In most situations, for most purposes, we need the cooperation of others. And diplomacy is about understanding others and explaining ourselves. It is about building and nourishing partnerships for common action toward shared goals. It is about listening

and persuading, analyzing and moving at the right time.

Finally, I emphasized the need for resources.

Military readiness is vital, but so is diplomatic effectiveness. When negotiations break down, we don’t send our soldiers to fight without weapons. Why, then, do we so often send our diplomats to negotiate without the leverage that resources provide? The savings yielded by successful diplomacy are incalculable. So are the costs of failed diplomacy, not only in hard cash, but in human lives.

In closing, I said that from the Treaty of Paris to the around-the-clock deliberations of our own era, the story of U.S. diplomacy is the story of a unique and free society emerging from isolation to cross vast oceans and assume its rightful role on the world stage. It is the story of America first learning, then accepting and then acting on its responsibilities.

Above all, it is the story of individuals, from Benjamin Franklin onward, who answered their country’s call, and who have given their life and labor in service to its citizens.

As Secretary of State, it has been a great privilege to work with you, the members of the Foreign Service, on America’s team. ■

Thank You for Caring



My wife Yasemin and I would like to thank the many State employees who sent emails, cards and letters while I was recovering at Walter Reed Army Medical Center from injuries received last August in the bombing of the U.S. Embassy in Nairobi.

Your support was very helpful to us during this painful period. Since then, we have been blessed with a lovely little boy, Marc, and mother and son are doing well.

We pray that all of you serving our country overseas will be protected from these terrorist acts. God bless you and thank you from our hearts.

Frank Pressley Jr.
U.S. Consulate, Frankfurt

Promoting Understanding



Thank you for including in April's issue the article about our organization's annual conference for diplomats in Northern Ireland.

We are pleased to have word of these conferences made known to a wider audience. In case your readers may want to contact us by email, the address is theciu@worldnet.att.net.

Carol K. Cook
Executive Director
Centre for International Understanding

Check Policy Before Using Commercial Software

Your article on off-the-shelf software in the February issue raises security concerns. Although the article is informative, some of the computer applications and data transfer/sharing techniques are generally unauthorized.

Security policies govern software applications in a computer networking environment overseas and electronic devices in controlled access areas. Policy violations could occur if these products and techniques are used at other posts without a thorough knowledge of automated information system regulations.

Thank you for your support.

David G. Carpenter
Assistant Secretary
Diplomatic Security

Corrections to May Issue

The article on "Improving Intelligence Support to Diplomacy" incorrectly identified Sen. Richard Shelby. He chairs the Senate Select Committee on Intelligence. Also, the name of Rep. Porter Goss, chairman of the House Permanent Select Committee on Intelligence, was misspelled in the photo caption.

In addition, the name of the author of "The History of the Foreign Service" was misspelled. He is William Slany, the Department historian.

And Irene Hirano's title was incorrectly identified in the "State Celebrates Asia Pacific Heritage" article. She is the president of the Japanese American National Museum.

From the Editor

More than 400 retirees returned "home" May 7 for Foreign Service Day, a special occasion this year marking the 75th anniversary of the modern Foreign Service. We weren't able to greet and talk with all of you, but we were delighted to learn firsthand from many of you that you're still reading the magazine. We want you to know that we value all of our readers, active and retired, and will continue to try to include material of interest to everyone. So if you're retired, Foreign Service or Civil Service, let us know what life is like after State!

As you can easily see from the contents page, this issue is heavy on the awards presented during Public Service Recognition Week, May 3-8, to employees in the Foreign Service and Civil Service and to Foreign Service Nationals. Many of you are kind enough to inform us of other awards presented in your offices and bureaus throughout the year, but unfortunately we are limited by space to publishing only Department-level awards in the magazine.

The Office of the Geographer and Global Issues, featured in this issue, may be associated with maps, but you'll find projects in this office's portfolio far exceeding the boundaries suggested by the name.

Wherever your travels may take you this summer and whatever map you may use, we hope you'll also take along a copy of *State Magazine* as a companion and friendly reminder of home.

Al Friedman



Reuters photo

Bringing Peace to Kosovo

Diplomacy takes a new turn in Europe while continuing to focus on China.

Members of the Chinese People's Armed Police guard the U.S. Embassy in Beijing. Below, the U.S. seal vandalized outside the embassy in Beijing.

By Donna Miles

While NATO launched the peacekeeping mission in Kosovo and worked with Russian leaders to define Russia's role in the operation, Secretary Madeleine Albright declared the mission in Yugoslavia a success, but acknowledged that much is left to be done to reestablish stability in the region.

With the 78-day air campaign over and the international peacekeeping force, called KFOR, moving into Kosovo, NATO focused on the diplomatic challenges still ahead—the civil implementation phase of the operation and the establishment of what Secretary Albright called “a different history for Europe.”

“That’s what was so important here,” she said, “a final chapter in putting Europe together at the end of the 20th century.”

NATO suspended air attacks against Yugoslavia on June 10 after intelligence reports showed the Serbs withdrawing from Kosovo in accordance with a military technical agreement signed in Macedonia. NATO Secretary-General Javier Solana suspended the air campaign but said NATO would resume the bombing if Yugoslav forces deviated from the agreement and failed to leave Kosovo.

Meanwhile, as the alliance prepared to move the first of 48,000 KFOR peacekeepers into the province, Russia caught NATO off guard—deploying about 200 troops into the region ahead of NATO without coordinating with or notifying the alliance.

At press time, the Russians occupied the Pristina airport, where NATO had planned to set up its headquarters during the peacekeeping operation. Secretary Albright and Defense Secretary William Cohen were preparing to meet with Russian leaders in Helsinki to resolve the impasse and to agree to a role for Russia in KFOR. Secretary Albright remained adamant that KFOR should have a unity of command and that Russia should not have its own security sector in Kosovo to patrol. That, she said, would contribute to something NATO wants to avoid: a partition of Kosovo.

Russia and Finland played a key role during the conflict, serving as mediators between NATO and the Yugoslav government. But U.S. and NATO diplomatic efforts extended increasingly beyond these countries—especially after NATO bombs unintentionally hit the Swedish, Norwegian and Spanish ambassadors’ residences and the Chinese Embassy in Belgrade.

The bombing of the Chinese Embassy in early May occurred when several systems



Reuters photo

and procedures designed to produce and verify target data failed. The bombing left three people dead and set off widespread anti-U.S. and anti-NATO protests throughout China.

Just hours after the incident, Secretary Albright and Under Secretary Thomas Pickering went to the official residence of Chinese Ambassador to the United States Li Zhaoxing to emphasize that the attack had been a tragic mistake and to extend their apologies and condolences.

The Secretary also sent a letter to Tang Jiaxuan, China's minister of foreign affairs, in which she shared the regrets expressed by President Clinton, Defense Secretary William Cohen and U.S. Ambassador to China James Sasser. She reemphasized that, despite some Chinese leaders' assertions to the contrary, the bombing had been unintentional, and urged the Chinese government to quickly carry out its responsibility to protect U.S. officials, family members and missions threatened by violent demonstrations.

The U.S. Embassy in Beijing and consulates in Chengdu and Shenyang suffered the brunt of the anger. They became the targets of rocks, paintballs and home-made firebombs, receiving extensive damage that caused them to close to the public for more than a week. Burning projectiles broke windows throughout the embassy and set off several small fires inside the building.

The consulate in Chengdu faced the worst damage, largely because Chinese police failed to restrain the protesters. The mob used battering rams to enter the compound and looted the consul general's residence, setting off a fire that caused extensive damage.

Chinese police maintained relative order outside the consulate general in Guangzhou, but it received minor damage, mostly to a guard booth. The consulate general in Shanghai, protected by a 9-foot wall, also received only

minor damage. Both posts reopened to the public within a week of the bombing.

All U.S. diplomatic facilities in China temporarily discontinued nonimmigrant visa services while damage was being repaired and security procedures were reviewed and improved.

Meanwhile, Secretary Albright reiterated the need for the United States and China to work together to carry out the two countries' commitment to building a constructive strategic partnership. "There is too much at stake for us not to do so," she said.

Under Secretary Pickering returned to China in mid-June as part of an interagency team to further discuss the accident and help repair U.S.-Sino relations.

Despite the tragedy, Secretary Albright said it's important that the world not "lose sight of the larger issue" and the reason behind the NATO campaign.

State's newly released "Ethnic Cleansing in Kosovo Report" provides strong evidence of what the Secretary described as "the immensity of the human tragedy" in Kosovo. The report, which details the extent of human rights violations in Kosovo, was prepared by the Department's bureaus of Democracy, Human Rights and Labor; Population, Refugees and Migration; and Intelligence and Research, and the Office of War Crimes Issues.

Based on refugee interviews, overhead imagery and other sources, the report "makes it clear beyond any doubt that horrific patterns of war crimes against humanity are emerging in Kosovo," the Secretary said.

The State report will help support the efforts of the International Criminal Tribunal for the Former Yugoslavia to see that those who commit these crimes are held accountable. In late May, Yugoslav President Slobodan Milosevic became the first sitting head of state to be indicted on war crimes charges. "We must ensure that these atrocities are not forgotten, excused or denied," Secretary Albright said.

Meanwhile, State's Bureau of Population, Refugees and Migration continued to work with the U.S. Agency for International Development to deal with the refugee crisis. State's Office of Humanitarian Demining Programs administered a contract for emergency demining assistance in the region to help clear the way for the refugees to safely return to their homes.

Speaking to U.S. troops who were about to move into Kosovo, Secretary Albright challenged: "Your job is to transform this region from a breeding ground for war into a source of stability, to put the last piece in the puzzle of a Europe that is stable, united and free. And to send a message to bullies like Milosevic that the good guys don't back down.

"In doing so," she said, "you will make a huge contribution to the security of future generations of Americans. And you will make this a better and safer world." ■

Ethnic Albanians assist an elderly woman who fled Kosovo for Albania.



Rescuers Honored

State recently presented a plaque commemorating actions of the Fairfax County, Va., Fire and Rescue Department's search and rescue team following last year's bombing of the U.S. Embassy in Nairobi.

Sixty-eight members of Virginia Urban Search and Rescue Task Force 1 assembled and prepared for deployment to Kenya less than five hours after being called on by the U.S. Agency for International Development's Office of Foreign Disaster Assistance. The task force deployed with more than 56,000 pounds of equipment, including food and water.

Members of the task force searched the embassy and other heavily damaged buildings for survivors, assisted in clearing rubble from the scene, worked with the FBI to identify evidence, assisted the embassy staff in forcing entry into security vaults, and provided around-the-clock medical care to the rescuers, including those of other federal agencies.

During an April 30 ceremony honoring the memory of Prabhi Kavalier, who was killed in the blast (see related story, page 29), Edward W. "Skip" Gnehm, Jr., director general of the Foreign Service and director of Personnel, represented Secretary Madeleine Albright in recognizing the group's service and valor. He praised the group members for their "incredible responsiveness, consummate professionalism and obvious compassion."



Photo by Donna Miles

Director General Edward W. "Skip" Gnehm Jr. thanks members of the Fairfax County Fire and Rescue Department who responded following the embassy bombing in Nairobi.

New Award Proposed

Civilian federal government employees wounded, injured or killed overseas while serving in an official capacity could soon be eligible for a new national medal of recognition.

State's proposed authorization bill for fiscal years 2000 and 2001 includes a provision creating the new Foreign Service Star. Alfred Carroll, a management analyst on the Bureau of Personnel's policy coordination staff, said the draft legislation stipulates that the Foreign Service Star is an honor award to be presented to a civilian employee of the U.S. government wounded, injured or killed while assigned permanently or temporarily to an official mission overseas or while traveling abroad on official business. The injury or death must be the result of terrorist incidents, military action, civil unrest or criminal activities directed at U.S. government facilities.

Secretary Madeleine Albright recommended that a national medal be created to recognize the sacrifice and suffering of Foreign Service members and other government employees injured or killed while serving overseas after she made personal visits to the sites of the East Africa bombings last summer and with surviving family members.

Consideration for the award will be retroactive to include those killed or injured after Aug. 1, 1998.

The draft legislation, which is included in both House and Senate State Department authorization bills and has American Foreign Service Association support, authorizes the Secretary to determine the award's design, as well as procedures for identifying and considering people eligible for the award and recommended to receive it.

Establishment of the Foreign Service Star will be effective with Presidential approval of the 2000/2001 State authorization bill.

DIRECT FROM THE D.G.

EDWARD W. "SKIP" GNEHM JR.



Listening to the Families of Nairobi and Dar es Salaam

In early May, the families of the victims of the bombings in Nairobi and Dar es Salaam, along with the employees injured in those tragedies, met with senior officers from the Department of State and other agencies. These members of the Foreign Service community, who have endured so much this past year, had the opportunity to discuss the impact the event has had on their lives and to communicate their concerns about the Department's role in the aftermath of such tragedies.

The Department has been committed from the very beginning to providing every resource possible to assist the victims of this tragedy. We have sought to maximize every benefit, compensation and program to aid our employees and their families, but the system itself can be improved.

We learned that a personal point of contact is vital during times of crisis and even more essential in the ensuing months. We noted that those who lost loved ones or suffered major injuries continued to require long-term medical attention, psychological counseling and other forms of assistance, which until now the Department had dealt with on a provisional basis. The myriad bureaucratic regulations and required paperwork have also at times stymied our best intentions.

Several families who sought to leave Kenya in the wake of the bombings, for example, were unable to claim home transfer allowances because the only U.S. government employee in their respective families had been killed. That allowance does not take into account the consequences of death in the line of duty for an employee's survivors overseas. We saw this as both absurd and unfair, so we sought funds from other sources to cover a portion of the expenses. We are now seeking legislative authority to address this issue, as well as reevaluating other kinds of assistance that could be provided to the families and victims.

We also know after speaking with the families and victims that the Department can improve its system for disseminating information to worried relatives and friends who anxiously await news about their loved ones. When recent demonstrations outside the U.S. Missions in China trapped several of our colleagues in their com-

pounds, we telephoned more than 100 relatives to reassure them that we were acting to secure their loved ones' safety. We also gave the families a toll-free number they could use 24 hours a day to seek information. I feel that we managed to reach out to the families at a crucial time, and certainly it was a relief to them to be informed until the protests finally abated and our personnel returned to safety.

As a result of these lessons learned, we have created a permanent Office of Casualty

Assistance dedicated solely to serving mission employees and their families who may be involved in future crises. This office, modeled in part on the military's system, will operate under the unfortunate assumption that terrorist attacks are ever more likely. It will have the expertise to begin helping families both at the moment of crisis and over the long term.

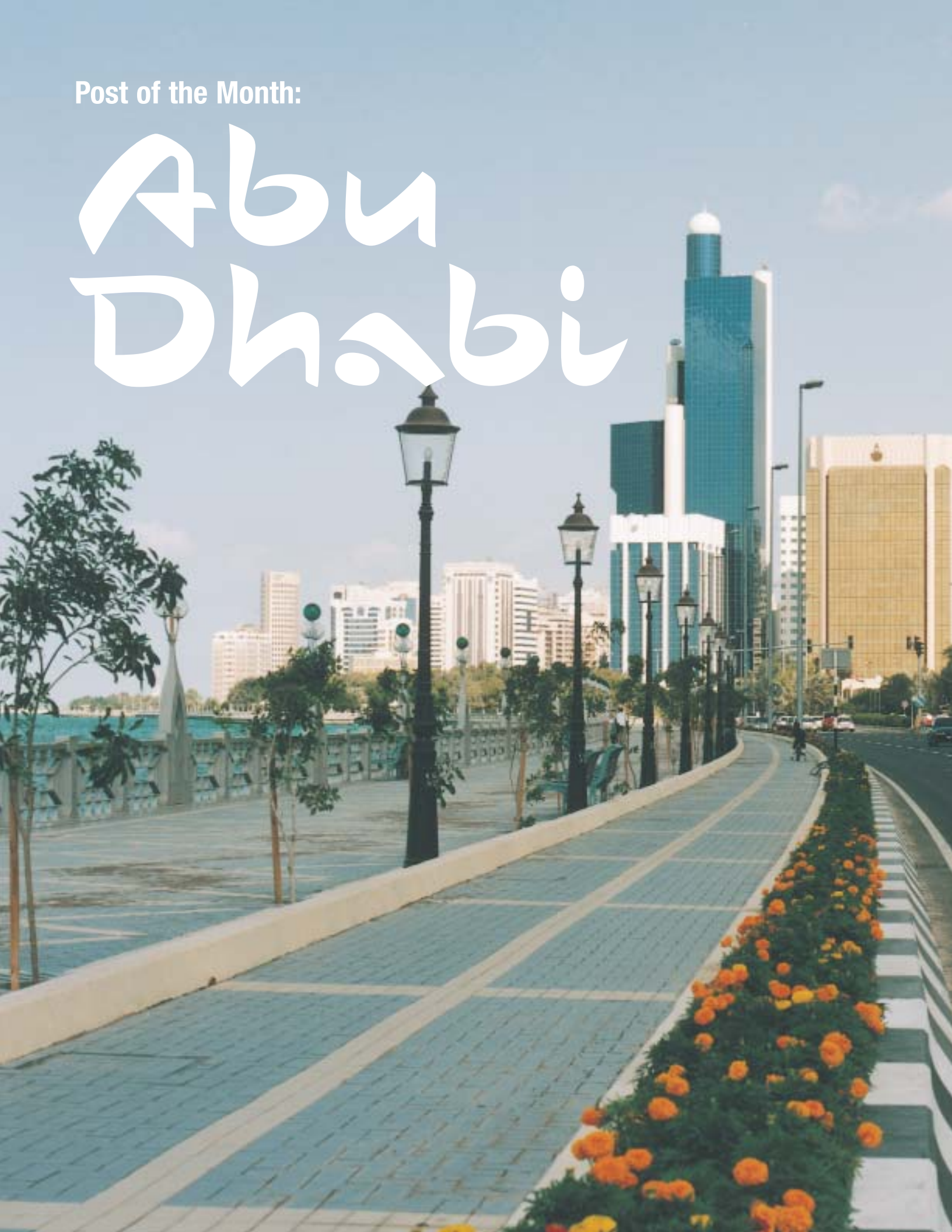
Perhaps some of you had the opportunity on Foreign Service Day to attend the dedication of the plaque honoring our colleagues who died in the service of their country. If so, you may have been able to offer your condolences to the grieving families. You may also have spoken to some of those who survived the bombings. One survivor, Ellen Bomer, who was stationed in Nairobi at the time of the bombings, has become an inspiration to many of us who have since come to know her. Ms. Bomer was blinded by the explosion, but despite her pain, she tells us that she is a better person after her experience. She hopes to work abroad again in the near future.

I see Ms. Bomer as emblematic of those who serve their country overseas. Despite the hardships she has endured, she wants to continue her diplomatic career. We owe it to her and our fallen colleagues to make the Department of State an organization that truly takes care of its own. No task could be more important in times of our colleagues' greatest need.

The Africa bombings taught us many painful lessons about dealing with large-scale terrorist attacks. With the creation of our new Office of Casualty Assistance, the Department has taken these lessons to heart. If such a tragedy occurs in the future, we will be ready to provide immediate, compassionate and comprehensive assistance to all victims and family members. ■

Post of the Month:

Abu Dhabi





The new corniche in Abu Dhabi.

By Monique Frushon

“You’re going to the Gulf,” friends and relatives sigh. “Well, we’ll send you anything you need—don’t worry,” they assure you.

But after arriving in the United Arab Emirates, settling into a villa in Abu Dhabi and telling your friends and family back home that everything is wonderful, they think you’ve lost your mind.

Abu Dhabi is the place you want relatives and friends to visit—but on the other hand, maybe not. They become immediate converts, and after this experience will probably visit you no matter where you are posted.

Yes, Abu Dhabi has pristine beaches, a skyline that rivals those of some U.S. East Coast cities and safe living conditions.

European tourists flock to the UAE throughout the winter months to enjoy not only the comforts of home, but—more important to frostbitten Europeans—tolerably sunny weather from November through April. The sky stays clear and the aquamarine Persian Gulf contrasts with fine, white sandy beaches. Palm tree-lined boulevards and flower-covered medians surprise many visitors who never imagined a desert city could look so lush.

For many Foreign Service employees, a posting to Abu Dhabi or the consulate general in Dubai is a break from the hardship of compound confinement and Third World deprivations. There is little that can’t be found in the Emirates.

The two main hubs of government, commerce and industry, Abu Dhabi and Dubai also boast world-class golf courses, ice skating rinks, bowling alleys and beach club resorts, as well as modern shopping malls and supermarkets. In fact, as far as shopping goes—if you can’t find what you’re looking for in Abu Dhabi or Dubai, it probably doesn’t exist.

The contrast between the noisy, cluttered souks scattered around town and the multistory, marble-floored malls with hundreds of Western-style boutiques epitomize the entire UAE: a blending of old and new. In the souks and back alleys are hundreds of small, crowded shops full of spices, fabrics, gold, carpets and electronics at bargain prices.

The diversity of goods throughout the Emirates reflects not only the socioeconomic diversity—Armani versus Mr. Souza’s tailor shop—but also the needs of a multicultural population.

A recent statistic puts the UAE’s population at 2.8 million, and of those only 20 percent are UAE nationals. In Abu Dhabi alone are 7,000 U.S. citizens and 8,000 citizens from the United Kingdom. Many European and North American companies are represented in the Emirates, which explains the large presence of Canadian and French, German, Swedish and other European citizens. The largest

percentage of expatriates living and working in the UAE are from India, Pakistan, Afghanistan and Iran.

Looking around, it's surprising that the UAE as a country is only 27 years old and that almost nothing seen there today existed 30 years ago. Pictures of Abu Dhabi taken as recently as the 1960s depict a scattering of barasti or palm-frond huts or buildings made from coral, with a large white fort surrounded by a few palm trees.

But an explosion of wealth from the production of oil, discovered in commercial quantities in the late 1960s, transformed Abu Dhabi's subsistence economy into one producing one of the highest per capita incomes in the world.

The Emirates of Abu Dhabi—also the name of the capital city—is one of the seven Emirates and Oman peninsula states that joined to form the federation of the United Arab Emirates in 1971 after the British withdrew from the Gulf.

The UAE is a model of a fully developed Middle Eastern country, and the credit goes largely to one man. President His Highness Sheik Zayed bin Sultan Al Nahyan aspired to build a unified, modern, internationally recognized country for his people. When he became ruler of Abu Dhabi in 1966, the small Abu Dhabi population consisted of migrant Bedouins, coastal fisherman and pearl divers. Where the landscaped cities are today, there was mostly sand and little else.

In fact, when the first U.S. Embassy in the UAE opened in 1972, there were no roads linking Abu Dhabi and Dubai.

Deputy Chief of Mission Deborah Jones presents UAE's minister of higher education and scientific research with USIS-produced Arabic books at the opening of the Abu Dhabi Book Fair.



Photo by Jonathan Rice



Author Monique Frushon shops at the Friday Market near Fujairah.

John Vieira, currently administrative officer in Port Louis, Mauritius, was one of the two Foreign Service employees tasked with setting up the U.S. Embassy in Abu Dhabi.

The consulate general in Dhahran, Saudi Arabia, was designated as the staging post. Mr. Vieira spent four months in Dhahran coordinating the shipment of office and residential furniture by a 14-truck convoy from Beirut to Ad Dammam, Saudi Arabia, where everything was loaded on a boat for shipment to Abu Dhabi.

He recalls the few choices he and the principal officer found when they arrived in Abu Dhabi looking for suitable office space and housing. When they walked through the door of the first potential office, they were shocked to see 15 falcons and their handlers, as well as blood and scraps from feeding time on the walls and floors. In the backyard, an additional 10 falcons sunned themselves on perches. Flabbergasted, the State visitors didn't wait to listen to the agent's promises of how great the place would look once the falcons were out and a fresh coat of paint was applied to the walls.



The second potential site on the top floor of a five-story residential building on the corniche looked great by comparison, and was selected for the first U.S. Embassy in Abu Dhabi.

The octagonal building, it was later learned, was structurally unsound. Mohammed Mackawee, the post's administrative assistant, recalls that the structure was built on sand and the high water table underneath caused the building to shift, crumble and slowly fall apart. After several makeshift repairs, the roof began caving in, prompting the embassy's move to its current location: a group of several modest villas surrounded by a wall.

Today, in this city where new architectural masterpieces sparkle in the sun, the embassy looks antiquated, though it is by no means old.

An unavoidable feature of life in the UAE is the endless construction: hotels, hospitals, schools, highways, ports and residential and commercial buildings. The building boom began in the early 1970s, and it didn't stop. "For 10 years they built day and night. It was hard to sleep because there was always hammering going on," recalls

Mr. Mackawee. Houses were often constructed in a day, but then torn down two years later. It wasn't unusual to see 10 buildings rise up from the sand simultaneously.

Today, construction continues. The most recent project, the dust still fresh in our minds—if no longer on our tongues—was the enlarging and straightening of the corniche, an eight-mile-long promenade along the ocean. The around-the-clock effort had the embassy staff hedging bets on whether the construction would be complete before the December 1998 Gulf Cooperation Council Summit, hosted by the UAE. And before our eyes, a new road emerged where there had been only sand and water.

Though the conveniences of residing in the UAE are many, the downside of life is the summer heat, which lasts for about five months. The temperatures are suffocating to man, woman and camel alike: 120 degrees with 98 percent humidity keeps most people inside their air-conditioned villas.

For the embassy staff, July and August are the only months when the multitudes of visitors subside. This potentially is a time to recuperate, except that half the

population—embassy and otherwise—migrates to cooler climes en masse, leaving the rest of the staff to do the work of two, three or four. There's no relief for the consular section, which typically sees 300 to 400 visa applicants a day from May through June, its busiest months.

During the rest of the year, however, the medium-size post—which, with just one political officer and one economic officer, is larger on the Defense Department side than on the State side—keeps extraordinarily busy. With neighboring Dubai having become the world's largest liberty leave port for the U.S. Navy, and the UAE's strategic location in the Persian Gulf and growing influence in Arab politics, the embassy hosts an almost unending stream of high-level visitors. The Secretary of Defense has been to the UAE six times in little over a year, and the post has hosted visits by other Cabinet secretaries, almost weekly visits by generals and admirals and a rapidly increasing number of high-level civilian official visits.

Ambassador Theodore Kattouf, left, joins in the cake cutting at the U.S. National Day celebration.



Photo by Jonathon Rice



Photo by Monique Frushon

United Arab Emirates nationals with a falcon.

The embassy regularly deals with its UAE counterparts on high-profile issues ranging from Iraq and Iran to drug trafficking, terrorism and intellectual property rights. The wealthy UAE has become a major market for American goods. The United States' trade surplus with the UAE is the ninth-largest in the world, and the UAE is the third-largest customer for U.S. exports in the Arab world, after Egypt and Saudi Arabia. In enforcement of United Nations sanctions against Iraq, the UAE has worked closely with international forces in accepting diversions of more oil-smuggling vessels than all other Gulf countries combined. Recently, the UAE provided substantial assistance to Kosovo refugees from the moment NATO actions in Yugoslavia began, sending planeloads of food, medicines and supplies as well as a fully staffed and equipped field hospital.

Despite a heavy workload and oppressive summer heat, State employees in the UAE feel fortunate, because no matter how hot it gets, their air conditioners virtually never quit, and the dress code is relatively liberal. They are treated respectfully by the local population, and expatriates from all around the world appreciate the ability to earn a living in a conservative society that is nevertheless tolerant of other cultures and religions. ■

The author is the community liaison officer in Abu Dhabi. Political officer Scott Edelman also contributed to this article.

Commercial officer Tapan Banerjee hits the desert on camelback.

Abu Dhabi

Photo by Monique Frushon

By Jonathan Rice

USIS Abu Dhabi is blessed with an excellent staff that pitches in when extra help is needed. Even senior staff members have been known to lug boxes to book fairs and hang banners above college fair booths.

Some programs are pure support, such as finding stories for the local media at the mammoth International Defense Exhibition. For others, USIS has the lead. These programs are planning-intensive, but after they come together, they are spectacular.

During 1998–1999, events included major book fairs in Sharjah and Abu Dhabi and the four-day visit of the Third Marine Aircraft Wing Band.


It's amazing how busy a small post can be. From mid-September 1998 through the end of November, USIS Abu Dhabi conducted 19 programs, varying from one day (the visit of Secretary of Defense William Cohen) to 18 days (the visit of the head of the Department of Mass Communications at the University of North Carolina). In 62 calendar days, USIS recorded 127 program days with multiple events for each program in locations from one end of the country to the other over a land mass about the size and shape of Lake Superior.

Fortunately for our collective health, the USIS staff was able to take a breather during Ramadan, the Muslim holy days. When Ramadan finished, however, the program season was off and running again.

USIS Abu Dhabi also provides American speakers to discuss such issues as support to Dubai TV to improve the quality of its visual presentations and presentations on Islam in the United States to counter the widespread view that Muslims cannot practice their religion in the United States. The office also supported an American art show and musical group to broaden mutual understanding between our two nations, the TESOL-Arabia Conference on English teaching support for the Arabian peninsula, and speakers on women and development and rule-of-law issues. ■

The author is the public affairs officer in Abu Dhabi.



A vintage map of Europe, showing the British Isles and parts of Western Europe. A telescope is positioned diagonally across the top left. A pair of dividers is open, resting on the map. A compass is visible in the bottom right corner. The title "Office of the Geographer & Global Issues" is overlaid in large white serif font.

Office of the Geographer & Global Issues

By Lee Schwartz

The Office of the Geographer and Global Issues, or GGI, in the Department's Bureau of Intelligence and Research, is a jack-of-all-trades. Like other INR offices, GGI serves two primary functions: all-source objective reporting and analysis on current foreign policy issues and coordination between Department policymakers and the intelligence community.

Until a few years ago, GGI was simply the Office of the Geographer. Its roots in the Department go back 75 years to the aftermath of World War I, when the Department was grappling with territorial changes in Europe.

The office expanded considerably during World War II as U.S. policymakers realized they needed to know a great deal about far-off places where U.S. troops were being sent to fight. During much of the Cold War, the Office of the Geographer issued a steady stream of definitive studies on land and maritime boundaries.

In the mid-1980s, the office began to expand into what would become "global issues" by taking on problems that did not fit neatly into the diplomatic boxes of individual countries: refugees, expanded U.N. responsibilities, transnational and subnational ethnic conflicts and recognition of enduring international environmental concerns.

Today, GGI still provides support on boundary disputes and, under an explicit statutory authority, guides other federal mapping agencies on boundary and for-



eign name issues. GGI also still makes maps and charts for a wide variety of bureau and Department publications.

More recently, however, the office is using the Internet to reach a much broader audience. Working with the Bureau of Public Affairs, GGI hosts an award-winning web page, the Geographic Learning Site, which introduces kindergarten through 12th-grade students to the geography behind U.S. foreign relations. The site's address is <http://geography.state.gov/index.html>.

The office provides support and analysis on the diverse issues covered by the functional bureaus within the Global Affairs family: the Bureaus of Population, Refugees and Migration; Democracy, Human Rights and Labor; Political-Military Affairs; and Oceans and International Environmental and Scientific Affairs. It also supports other offices that address human rights and humanitarian concerns, including the Bureau of International Organizations, the Office of War Crimes Issues and the U.S. Agency for International Development's Office of Foreign Disaster Assistance.

The office also works with regional bureaus and overseas posts on such thorny issues as boundary disputes and atrocity allegations.

With a staff of 19 Civil Service and Foreign Service officers, the office is

stretched across three arenas of policy support on issues that often become the day's headline stories.

Office director William B. Wood said his challenge is to provide ongoing, first-rate service to senior policymakers grappling with complicated, politically sensitive and often fast-breaking multilateral challenges. None of these problems has easy fixes. GGI analysts must quickly learn the key aspects and actors involved in each problem to provide the best information available to clarify policy options.

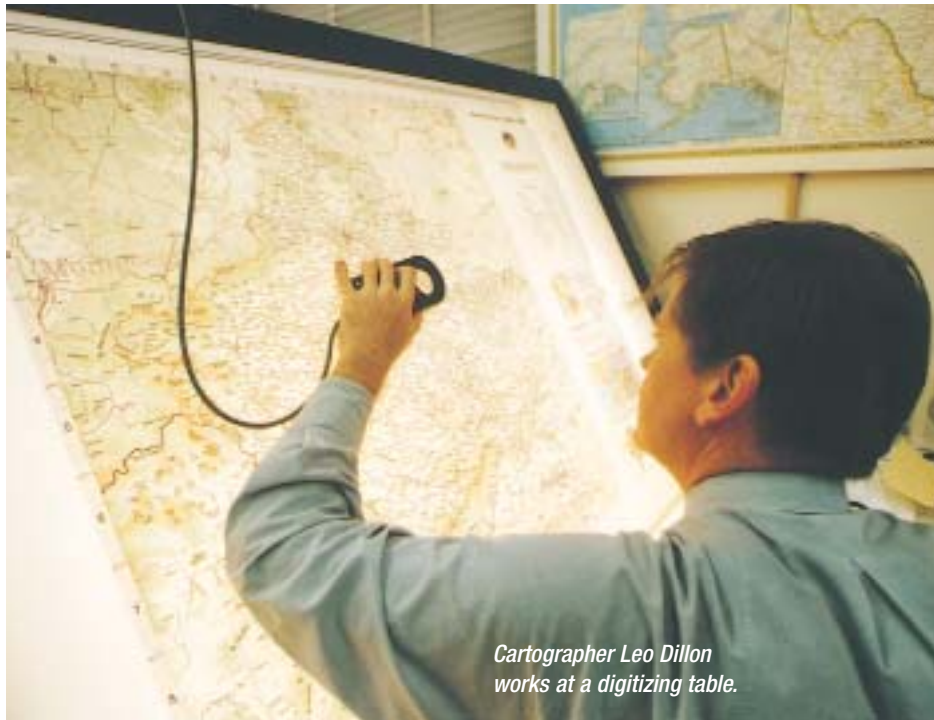
While accurate, relevant and timely information is the ideal, in practice GGI analysts must wade through a vast amount of information to glean those few reports critical for decisionmakers and to provide them with value-added

analysis. Since few if any global issues are static, GI analysts are always scrambling to stay current in terms of "all-source reporting," which includes everything from intelligence and diplomatic reports to press stories on a given situation. Analysts also must stay up-to-date in terms of understanding the implications of any latest change on policy objectives.

GGI's Global Issues Division provides the bulk of the office's analytical support to functional bureau "customers." On any given day, Global Issues analysts brief policy bureau front offices on intelligence reports, scan incoming electronic files into INR's state-of-the-art information retrieval system, write summaries and comments for the Secretary's morning summary and other INR memos, and confer with colleagues in other INR offices, other federal agencies and organizations outside the U.S. government. These include U.N. agencies, universities, think tanks and nongovernmental organizations engaged in humanitarian, human rights and environmental concerns.

It makes for a full day that begins early when the GGI staff prepares briefs that Assistant Secretary Phyllis Oakley uses in her morning meetings with the Secretary and other senior principals. When a high-interest concern is fast-breaking, Global Issues analysts also work late, reconciling conflicting reports or describing the motives of protagonists.

The staff's contribution to the Department's mission is a collaborative effort inside and outside GGI and includes working closely with the bureau's external research staff to organize conferences on timely issues that bring together government, academic and other specialists.



Cartographer Leo Dillon works at a digitizing table.

Another GGI initiative focuses on the tragedy of crimes against humanity. Two years ago, the Department established the War Crimes Unit in GGI to coordinate U.S. government-wide information support to the International Criminal Tribunal for the former Yugoslavia and Rwanda. The unit has established a close relationship with the tribunal's Office of the Prosecutor, which has successfully investigated and prosecuted war criminals responsible for genocide in Bosnia and Rwanda.

More recently, the unit has expanded to become the War Crimes and Atrocities Analysis Unit, with a global mandate to help track current atrocities committed in such disparate places as eastern Congo and northern

Afghanistan as part of a new interagency process dedicated to early warning of genocide. President Clinton announced this effort last December in his speech celebrating the 50th anniversary of the Universal Declaration of Human Rights.

The seven-person unit troubleshoots atrocity-related diplomacy with the office of Ambassador David Scheffer, who serves as the administration's "point man" on the difficult challenge of bringing to justice perpetrators of war crimes.

So what has all this got to do with geography? Quite a bit. Many confuse geography with cartography, or map-making. But modern geography has a long track record of multidisciplinary research on the troubled relations between people and their environments, as well as the conflicts that arise over resources between tribes, nations and even regions.

Mr. Wood sees his office's work as "applied political geography," in a tradition that goes back a century to the works of geographers Halford MacKinder and Friedrich Ratzel. They helped define "geopolitics" as part of a dynamic international relations process that often pitted states and regions against each other.

Mr. Wood argues that, more than ever before, a political geographic perspective—which integrates demographic, ethnic, economic, environmental and natural resource constraints into foreign policy considerations—is a necessity if the Department is to make progress in implementing its international affairs strategic goals. That is where applied geography, along with powerful new geographic tools, can help.

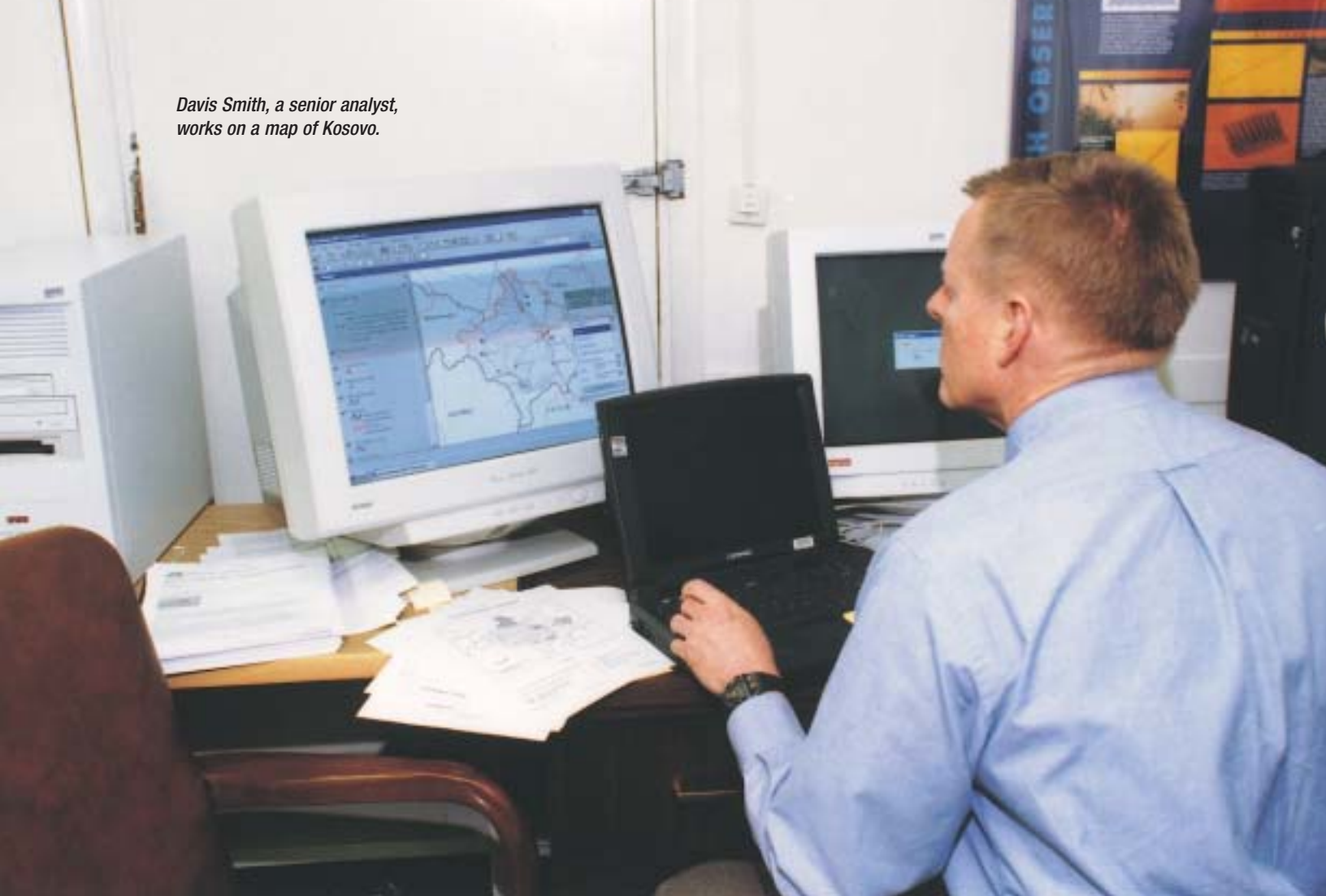
While an overarching "geographic perspective" might seem too abstract for the daily business of diplomats, the GGI staff has also been working to make geographic information systems tools more immediately available. These systems are both a methodology for organizing information as "layers" over defined spatial units such as an embassy, country or continent, as well as the software that can take disparate data, analyze it and display it to show important trends and patterns.

The GGI staff is working with several Department offices to demonstrate how geographic information systems can be applied usefully to current policy needs and to improve decisionmaking during tough budget times. Such demonstrations have analyzed territorial negotiation options, election results, war crimes and climate change impacts. More recently, they have reflected the versatility of geographic

Author Lee Schwartz evaluates a map.



Davis Smith, a senior analyst, works on a map of Kosovo.



Analysts Cathy Stump and Tom Steele review a document.



information systems to improve data sharing among security and relief agencies in troubled hot spots, and to produce maps to follow Year-2000 vulnerabilities worldwide and possible U.S. responses to requests from foreign governments.

If used properly, geographic information can help tomorrow's diplomats better understand and respond to challenges even more complex than the ones they face today. Introducing geographic information concepts to Department users will be a challenge, Mr. Wood admits, but he likens it to word processing 20 years ago, and predicts that it will soon become a standard part of every diplomat's toolkit. ■

The author is chief of the global issues division in the Office of the Geographer and Global Issues.

PUBLIC SERVICE RECOGNITION WEEK

A close-up, slightly angled view of the American flag, showing the stars and stripes in a wavy pattern. The flag is the background for the entire page.

Foreign Service Day in Review

PUBLIC SERVICE RECOGNITION WEEK

Pausing to reflect on those killed in the East Africa bombings are, from left, AFSA President Dan Geisler, Secretary Madeleine Albright and National Security Adviser Sandy Berger.

Photo by Kathleen Goldynia

By Carl Goodman

More than 400 Foreign Service retirees, family members and guests from approximately 35 states, Washington, D.C., and four countries participated May 7 in the annual Foreign Service Day.

Co-sponsored by the State Department, American Foreign Service Association, Association of American Foreign Service Women and Diplomatic and Consular Officers, Retired, the occasion was part of State's Public Service Recognition Week observance.

Packing the Loy Henderson Conference Room, attendees received warm welcomes from the presidents of the sponsoring organizations and from Edward W. "Skip" Gnehm Jr., the director general of the Foreign Service and director of Personnel.

Ambassador Gnehm described the 75th anniversary of the Foreign Service as "special and solemn." He recalled the bombings last August in East Africa on the very day he was scheduled to welcome the 88th class of new Foreign Service officers. Was it appropriate to do so, staff had asked. He determined that it was and found the new officers just as determined to face the challenges and dangers of life in the Foreign Service.

"They weren't daunted or intimidated," by the bombings, he said, immediately volunteering their services in

the Family Liaison Office and on the East Africa Task Force. This demonstrated, the director general said, that "we're getting the best in the Foreign Service today."

In his state of the Foreign Service message, he said the Department has made a long-term commitment to recruiting "the best and brightest" and had implemented a "robust hiring plan" to mitigate the deficits of the past. He said hiring increased from 450 new hires in 1997 to 1,350 thus far in 1999. He said shortages remain in such critical areas as office management, information technology and general services.

To compete with the private sector for talent, Ambassador Gnehm said, the Department is trying innovative recruiting methods, including the World Wide Web and a pilot, alternative examination for current government employees interested in the Foreign Service. The Department has to find an alternative to the 24-month wait associated with the traditional Foreign Service written examination, which will be given on Nov. 6 as scheduled, without impacting the quality of entrants.

"We can't compete with corporate America" locked into the traditional Foreign Service time frames, the director general said.

He also reported that the reorganization of the foreign affairs agencies was proceeding on schedule, and that the Arms Control and Disarmament Agency became part of State on April 1. "ACDA went fine," he said, but consoli-

PUBLIC SERVICE RECOGNITION WEEK



Photo by Carl Goodman

Ambassador Thomas D. Boyatt, left, and former Secretary Lawrence Eagleburger are honored.

dating the U.S. Information Agency “will be harder” because it is much larger.

Department counselor Wendy Sherman spoke for Deputy Secretary of State Strobe Talbott, who was ill.

“Diplomacy is a front-line profession,” Ms. Sherman said, not one in which we can hide in bunkers.

“NATO didn’t start this crisis,” Ms. Sherman said, referring to the crisis in Kosovo, “Belgrade did.” The crisis would end only, she said, with “one out” (Serbia) and “two ins” (a NATO-led peacekeeping force and the families forced from their homes).

The Secretary of State’s Awards for Outstanding Volunteerism, supported by the Association of American Foreign Service Women, were awarded to five individuals for making a difference in their communities. They are:

Johanna Braden, wife of Marine Corps Maj. Thomas C. Braden, the defense attaché at the U.S. Embassy in Riga, Latvia, was cited for securing basic supplies and equipment for a hospice for elderly citizens, providing clothing and gifts for an orphanage and helping build a recre-

ation room for intensive and long-term patients at a children’s hospital.

Kristina Dodd, wife of Brian Dodd of the U.S. Drug Enforcement Administration at the U.S. Embassy in Caracas, Venezuela, was honored for promoting morale among mission members and supporting local charities, including homes for pensioners, teen mothers and orphan girls. As president of the Embassy Volunteers Association, she also raised funds for victims of Hurricane Mitch.

Michele Johnson, wife of U.S. Agency for International Development’s Thomas Johnson at the U.S. Embassy in Maputo, Mozambique, was cited for creating an innovative musical program celebrating the cultural, commercial and social ties between southern Mozambique and neighboring provinces and for raising funds to serve youth with HIV/AIDS.

Cheryl Rose, wife of U.S. Drug Enforcement Administration employee Christopher Rose at the U.S. Embassy in Bangkok, Thailand, was honored for providing love and care to infants and children victimized by the AIDS epidemic in Thailand.

Eglal Rousseau, wife of U.S. Agency for International Development employee Richard Rousseau at the U.S. Embassy in Dhaka, Bangladesh, was honored for providing some 60 of the city’s child beggars with food, immunizations, educational materials and employment opportunities for some of their parents.

Susan Summers, a Foreign Service nurse at the U.S. Embassy in Rabat, Morocco, was cited for organizing contributions of food and funds to more than 100 chil-

Former Senator Bob Dole delivers his keynote speech.



Photo by Shawn Moore

dren and their families seeking surgery for head and face injuries, for volunteering at a detention center for girls in Casablanca and for facilitating the work of American and Moroccan charities.

Two cups were presented during Foreign Service Day to two former ambassadors for their achievements and contributions in both the public and private sectors.

Ambassador Thomas D. Boyatt received the Foreign Service Cup, sponsored by DACOR, for combining public service with an active understanding of the private sector. A resident of McLean, Va., and president of Boyatt Wood Enterprises, Mr. Boyatt retired from the Foreign Service in 1984 after serving as U.S. Ambassador to Upper Volta and Colombia and in other positions in Chile, Luxembourg, Cyprus and Washington, D.C. He was honored for his many post-retirement efforts to

encourage the best in American diplomacy as a board member of the American Academy of Diplomacy, treasurer and board member of AFSA and for the Association for Diplomatic Studies and Training and finance committee chair and board member of DACOR.

Former Secretary of State Lawrence S. "Larry" Eagleburger received the Director General's Cup for setting the standard for the U.S. foreign policy community through his professionalism and dedication to the national interest, candor in dealing with Congress and foreign officials and genuine concern for others. The honor also recognizes his achievements in the complex post-Cold War world.

A career member of the Foreign Service and legendary for his sense of humor, Mr. Eagleburger continues service as chair of the International Commission on Holocaust

Foreign Service Day Was Special for Another Reason

Photo by Carl Goodman



For Anne-Marie Gabor and her husband Essam "Sam" Malek, Foreign Service Day was special for a very different reason. It was their wedding anniversary.

Thanks to the Foreign Service and perhaps fate, they met in Egypt in 1991. She was a Foreign Service specialist and he a Foreign Service National supervisor responsible for finding her housing. He found her irresistible and proposed soon afterwards during a moonlight dinner on the Nile.

They were married a year later. The bridesmaids wore harem outfits, the groomsmen traditional Arabian costumes and the ringbearer a plumed turban, tunic and curved scimitar. The bride and

groom rode to the reception on a camel and took a honeymoon cruise down the Nile.

The camel photo was later published in *Glamour*—a winner in the magazine's "wild wedding" contest.

The couple returned to the states in 1994 when she retired. After residing for a while in Los Angeles, they moved to Bel Air, Md., where she works part-time as a librarian and he is a warehouse supervisor with the Hecht Co. in nearby Joppa.

Trained as a teacher, Mr. Malek returned to Cairo from the Egyptian interior when his father died to care for his mother and provide dowries for his two sisters, who are now married and have children. He worked for the U.S. Embassy in Cairo for 13 years, earning praise for his astute maintenance of the ambassador's residence and for locating suitable housing for Foreign Service employees and their families.

"I joined the Foreign Service because I was single and wanted to travel and experience other cultures," Ms. Gabor said. "Finding a husband was a bonus I never expected."



Anne-Marie Gabor and Essam Malek at Foreign Service Day, above left, and on their wedding day seven years ago.

Era Claims. A former ambassador to Yugoslavia, assistant secretary for European Affairs and under secretary for Political Affairs, he was called out of retirement by President Bush to serve as deputy secretary of State. He was later confirmed as Secretary.

At a memorial ceremony unveiling plaques honoring those killed and injured during the bombings last August of the U.S. Embassies in Nairobi and Dar es Salaam, National Security Adviser Samuel R. "Sandy" Berger delivered President Clinton's message of gratitude and thanks to the victims' families and friends and conveyed the nation's debt to those who conduct its foreign policy on the front lines.

"We are proud every day to work with the men and women of the State Department," Mr. Berger read.

Secretary Madeleine Albright said that while no ceremony "can rewind history or undo events," it was fitting to honor the service, sacrifice and patriotism of those killed or injured in the embassy bombings while also recognizing the proud tradition of the Foreign Service.

The Secretary noted, however, that the victims worked for several U.S. agencies, not just State. "And while the Foreign Service was at the core of these embassies, they worked together as a team," she said, adding, "In the new century as in this one, America will lead, and we will do so as a team."

Admiral William J. Crowe Jr., who attended the ceremony, spoke later at a luncheon in the Benjamin Franklin Room. The former U.S. Ambassador to the United Kingdom chaired two accountability review boards investigating the bombings in East Africa and currently serves on the panel charged with recommending to the Secretary how best to locate and secure overseas posts.

Admiral Crowe, 74, who was assistant naval attaché to President Eisenhower, noted that the modern Foreign Service is one year his senior. He expressed deep admiration for career Foreign Service officers, commending them for their "dedication, even temperament, imagination, coolness under pressure and highly developed sense of humor."

While the work environment may undergo drastic changes, he said, core skills possessed by analysts, nego-

tiators, interpreters, advocates, facilitators and salespersons "will still be in fashion and serving the republic well."

The Foreign Service, he said, has lived up to its expected role in building the postwar security structure. He called it "a national asset to be treasured and nurtured."

Seminars were conducted during the afternoon by all the regional bureaus. In the Bureau of European Affairs seminar, the crisis in Kosovo was very much on the minds of those attending. Assistant Secretary Marc Grossman fielded questions from attendees about whether diplomacy and trade sanctions had been given a chance to work. He responded that they had but obviously were unsuccessful.

Former Senator Bob Dole, who spent 35 years in Congress before resigning to run for President, was the keynote speaker. He used the occasion to stress that "foreign policy should be nonpartisan or bipartisan" and that Congress should support the President and Secretary of State.

The crisis in Kosovo, he said, presents the United States and NATO with an opportunity to demonstrate "credibility and relevance" in the 21st century.

In concluding the day's activities, Director General Gnehm urged all attendees to help convince Congress and the public that the Foreign Service, like the military services, should never be asked to put its people on the line unprepared.

"We need your help to make this case," the director general said. ■



A color guard marches onstage for the memorial plaque dedication.

Photo by Carl Goodman

State Observes Third Annual Civil Service Day

Story and Photos by Carl Goodman

It was a glorious spring day, and Charmagne Johnson of Fort Washington, Md., was enjoying the food, entertainment, company and weather.

The festivities in the main courtyard at the State Department were part of Public Service Recognition Week, an annual tribute to the contributions made by employees of federal, state and local governments.

In his proclamation, President Clinton encouraged all Americans "to thank our public employees for the important and lasting contributions they are making to the well-being of our communities and nation."

Ms. Johnson, executive assistant to the director of the Office of Intelligence, Resources and Planning in the Office of the Under Secretary for Management, was among an estimated 2,500 Department employees who participated in Civil Service Day on May 4, savoring the hot dogs, popcorn, cotton candy and soft drinks available at five stations around the courtyard.

"The food was delicious," Ms. Johnson said, but she also enjoyed the opportunity to interact with other employees and get to "know the Department as a family."

"I managed to get a hot dog myself this year," commented Joe Babin, a retired Foreign Service officer who returned to State for the second year to help coordinate the program for the Bureau of Personnel. Last year, the

supply of hot dogs and cotton candy was depleted before everyone got served. This year, Mr. Babin said, attendance was up and food was plentiful.

Providing the entertainment at center stage were 37 members of the Duke Ellington School of the Arts choir. The musical group's tributes were to not only Civil Service employees but the Duke himself on the occasion of his 100th birthday. Army Sgt. Maj. Walter Bruce served as emcee for the occasion.



Gary Galloway

Alex De La Garza, deputy assistant secretary for Personnel, officially kicked off the festivities and introduced Under Secretary for Management Bonnie Cohen.

Ms. Cohen said the Civil Service is "vital to the success of America's foreign policy." That's why, she said, State is taking such initiatives as reestablishing the Senior Executive Service candidate program and giving Civil Service employees opportunities to serve overseas and to develop skills to become the next generation of leaders.

These are not "special favors," she noted, but essential steps to achieving our goals as a Foreign Service-Civil Service team.

Edward W. "Skip" Gnehm Jr., director general of the Foreign Service and director of Personnel, presented the Director General's Cup for the Civil Service, a new award recognizing the many accomplishments and contributions of Civil Service employees at State. Ambassador Gnehm said the award recognizes outstanding service not only in the Department but "outside the workplace and in retirement."

The first recipient of the award was Charles "Chuck" Hughes, former deputy executive director in the Office of the Secretary, who retired in October 1996 after more than 34 years of federal and military service. Mr. Hughes, of Fort Washington, joined the Department in 1967 while enrolled in evening college courses. He worked his way up through the ranks, retiring as a GS-15.

Besides being widely respected for his work within his community and church, "Mr. Hughes has served as a role model for young employees within the Department and his community," Mr. Gnehm said, "especially as a mentor of young African-American men."

Fern Finley, president of Local 1534 of the American Federation of Government Employees, presented AFGE's cup to Gary Galloway, the union's first vice president, for his contributions to promoting member interests at State. Mr. Galloway is a senior policy analyst in the Bureau of Information Resource Management. ■



Charles Hughes

State Employees Honored

By Donna Miles

Photos by Ann Thomas

Foreign Service, Civil Service and Foreign Service National employees were honored for their commitment to public service during the Department's annual awards ceremony May 6 in the Benjamin Franklin Room at Main State.

The honorees represented what Director General of the Foreign Service and Director of Personnel Edward W. "Skip" Gnehm Jr. called "a tribute to the professionalism" of employees throughout State.

The director general said he was struck by "the sheer magnitude of the contributions" made by the awardees—a reflection, he said, of "the fascination, challenges and rewards of the Department's work around the world." Many of the contributions cited were made "under conditions of danger and deprivation," he acknowledged, noting that the pursuit of U.S. ideals around the world demands the common threads that run through all this year's awardees: professionalism, loyalty and dedication.

"We're pleased and proud to honor you today," the director general told the group. "Your superb contributions have demonstrated a strong commitment to public service in many ways around the world."

Foreign Service National of the Year Awards

The Department honored six Foreign Service Nationals who demonstrated exceptionally high standards of performance. Each regional bureau selected its FSN of the year to compete for the honor of the Department-wide award.

This year's FSN of the Year Award was presented to Miguel Angel Yepez, senior FSN economist at the U.S. Embassy in Lima. Mr. Yepez was nominated for the honor by the Bureau of Western Hemispheric Affairs,

FSNs of the Year are, from left, Bashimbe Bagenda-Banga, Rashad Mansour, Flora Krrabi, Omar Faruk and Miguel Angel Yepez.



which cited his success in shaping U.S. policy and his superb analytical reporting. These abilities helped identify and consolidate key opportunities for U.S. cooperation and investment in Peru, to the benefit of both countries.

The Bureau of African Affairs' winner was Bashimbe Bagenda-Banga from the U.S. Embassy in Kinshasa. He was honored for outstanding consular service provided to the U.S., Congolese and other communities in the Democratic Republic of the Congo during the August 1998 evacuation and its aftermath—all at grave personal risk.

Somachar Singholaka from the U.S. Embassy in Bangkok was the Bureau of East Asian and Pacific Affairs' winner. She was honored for her contributions to the successful implementation of ICASS at the embassy and for her role in making vital improvements to the overseas accounting system.

The Bureau of European Affairs' winner was Flora Krrabi from the U.S. Embassy in Tirana. She was honored for courage under dangerous, difficult conditions when the threat of imminent terrorist attack forced the embassy to abandon its chancery offices and evacuate virtually all Americans in August 1998. Ms. Krrabi coordinated the embassy's move in the face of danger, retrieving computers and files critical to keeping the mission open.

The Bureau of Near Eastern Affairs' winner was Rashad Mansour from the U.S. Embassy in Damascus. He received the honor for demonstrating exceptional devotion to duty and disregard for his own safety while protecting the embassy and its personnel from a violent mob of demonstrators on Dec. 19, 1998.

Omar Faruk from the U.S. Embassy in Dhaka was the Bureau of South Asian Affairs' winner. He was honored for courageous and loyal dedication to duty as the embassy's real property supervisor and for extraordinary efforts to safeguard U.S. government property and residences from destruction during last summer's flooding, the worst flood disaster in the recent history of Bangladesh.



Outstanding DCM

Charles H. Brayshaw was presented with the Baker-Wilkins Award for the Outstanding Deputy Chief of Mission in recognition of his performance as deputy chief of mission and chargé d'affaires at the U.S. Embassy in Mexico City. During a period of increased strain in Mexican-U.S. relations, Mr.

Brayshaw is credited with maintaining an excellent working relationship with the Mexican Foreign Ministry, for reaching out to the wider Mexican and American communities and for increasing post morale through his leadership, motivation and mentoring.

PUBLIC SERVICE RECOGNITION WEEK



Chief Financial Officer's Award

James L. Millette from the Office of Foreign Buildings Operations was presented the Chief Financial Officer's Award for Distinction in Public Finance for his previous service in the Office of the Chief Financial Officer. Mr. Millette was honored for his contributions in strengthening financial management in the Department. The award recognizes outstanding contributions in financial management, budgeting, systems development and internal controls.

Charles E. Cobb Jr. Award

Two State employees were honored with the Charles E. Cobb Jr. Award for Initiative and Success in Trade Development. Each year the award recognizes two outstanding contributors to the development of trade and promotion of exports.



Ambassador to Peru Dennis Coleman Jett was honored for his significant role in facilitating the opening of the Peruvian civil aviation and telecommunications markets to U.S. competition and providing support for the Camisea natural gas initiative, projected to generate \$100 million in U.S. exports.

Paul A. Brown from the U.S. Embassy in Manila received the award for efforts to eliminate tariffs and other barriers that will help decrease a \$4.8 billion trade deficit with the Philippines, increasing the U.S. export industry, and for being a persistent advocate for U.S. business in the Philippines.



Warren Christopher Award



Margaret J. Pollack of the Bureau of Population, Refugees and Migration was named this year's winner of the Warren Christopher Award for Outstanding Achievement in Global Affairs. She was honored for her contributions to U.S. and international policies and programs concerning population, health, women, refugees and humanitarian assistance. Particularly noteworthy was her work with nongovernmental organizations in establishing public-private partnerships that promoted shared goals and her success in breaking new policy ground in a variety of multilateral negotiations.



Barbara M. Watson Award

June O'Connell of the U.S. Embassy in Nairobi was this year's recipient of the Barbara M. Watson Award for Consular Excellence. She was honored for her exemplary contribution to consular operations at the embassy before, during and after the bombing last August. Between January and August 1998, she managed a 50 percent increase in nonimmigrant visa applications, despite staffing gaps. When half of the consular section was destroyed during the bombing, killing the consul general and an FSN, she secured passport books and organized the section's evacuation. She also helped reestablish a new consular section.



Excellence in Personnel Management

Patricia G. Hayes of the U.S. Embassy in Mexico City was named winner of the Director General's Award for Excellence in Personnel Management for performance as the mission's supervisory personnel officer. Ms. Hayes was honored for her sound management style, ability to get things started and see them through and exceptional interpersonal skills.

Reporting and Analysis

Two Department employees were presented with the Director General's Award for Reporting and Analysis for their interpretive and analytical reporting.



Clifford A. Hart Jr. from the U.S. Embassy in Beijing was honored for exceptional reporting and analysis of Chinese affairs. His reports focused on critical issues such as the pace of reform in China and Chinese policy toward Taiwan.

The other co-recipient, Gerald C. Anderson from the U.S. Embassy in Tel Aviv, was honored for exceptional reporting and analysis of Israeli affairs and for providing reports characterized by clarity, consistency and accuracy that contributed greatly to U.S. understanding of the Israeli political scene.





James Clement Dunn Award

Carol Rodley, deputy chief of mission at the U.S. Embassy in Phnom Penh, won the James Clement Dunn Award for Excellence, which recognizes exemplary performance at the mid-career level. She was honored for her courage, leadership, creativity and diplomatic skill.



Environment, Science and Technology Reporting

Two Department employees were presented the Award for Excellence in Environment, Science and Technology Reporting.

Philip S. Covington from the U.S. Embassy in Buenos Aires was honored for thorough and comprehensive reporting on climate

change and other environmental issues of critical importance to U.S. policy objectives.

Alan Kuan-Lun Yu from the U.S. Embassy in Tokyo received the award for in-depth reporting on critical issues and policies pertaining to environment, science and technology.

Robert C. Frasure Memorial Award

Ambassador to Macedonia Christopher R. Hill was named this year's winner of the Robert C. Frasure Memorial Award, which honors a Department employee who best exemplifies the late Ambassador Frasure's commitment to peace and the alleviation of human suffering caused by war or civil injustice. Ambassador Hill was honored for his efforts to resolve the conflicts between Serbian and Albanian factions by persuading the parties to work to settle their differences through negotiation, for his leadership in designing and building the basis for negotiation, and for his work to keep the communication channels between the parties open. Because of the crisis in Kosovo, he was unable to attend the ceremony.



Leamon R. Hunt Award

Richard C. Weston from the U.S. Embassy in Tirana won the Leamon R. Hunt Award for Administrative Excellence. He was honored for organizing and carrying out two moves of the embassy within four months, filling many roles during periods of evacuation, ranging from general services officer to consular officer

while also serving as administrative officer. He was credited with holding Tirana together at a time of trauma and upheaval.



Thomas Morrison Award

Steven C. Taylor from the U.S. Embassy in Moscow won this year's Thomas Morrison Information Management Award for outstanding contributions in that field. He was honored for developing a help desk program to support the IM section, developing a software package to enhance the

APO mail operation, forming a technology group to facilitate the conversion to a LAN computer operation and providing aggressive management of the IM section's Y2K planning.



Arnold L. Raphel Award

Ambassador Ruth A. Davis, director of the Foreign Service Institute, received the Arnold L. Raphel Memorial Award, honoring the late Ambassador Raphel. Ambassador Davis was cited for superb leadership and infectious energy and for excelling in team building and developing long-term

strategies to make full use of the talents of the most outstanding members of the Foreign Service and Civil Service.



Luther I. Replogle Award

Donna J. Hamilton, principal deputy assistant secretary in the Bureau of Consular Affairs, won the Luther I. Replogle Award for Management Improvement, named for the late ambassador to Iceland. Ms. Hamilton was honored for developing and implementing new working procedures that have

enhanced customer service and consular efficiency around the world.



Herbert Salzman Award

Brian D. McFeeters from the U.S. Embassy in Jakarta was the 1999 recipient of the Herbert Salzman Award for Excellence in International Economic Performance. He was honored for distinguished service and creativity in furthering U.S. economic and commercial interests in Indonesia and

for developing effective strategies for strengthening bilateral and regional economic ties.

Secretary and OMS of the Year



Marcella G. Hembry was named the Civil Service Secretary of the Year in recognition of her extraordinary achievements in the Office of the Executive Secretariat, reflecting the highest ideals and tradition of the Civil Service.

Linda K. Price was the 1999 Office Management Specialist of the Year. She was recognized for extraordinary dedication and professional achievements at the U.S. Embassy in Belgrade.



Presidential Meritorious Service Awards

- James F. Dobbins, special adviser to the President and Secretary of State on Kosovo and Dayton implementation
- Richard L. Greene, principal officer at the U.S. Embassy in Sydney
- Kenneth Hunter, deputy assistant secretary in the Bureau of Consular Affairs
- John C. Kornblum, U.S. Ambassador to Bonn
- Alan P. Larson, assistant secretary for Economic and Business Affairs
- Phyllis E. Oakley, assistant secretary for Intelligence and Research
- Ruth Ann Whiteside, deputy director of the Foreign Service Institute

State Hosts Public Service Display

The National Mall in Washington, D.C., was recently transformed into a festive tribute to public service at this year's Public Service Recognition Week exhibit.

Representatives from throughout the Department pitched in to staff the State display at the exhibit, chatting with visitors and answering their questions.



Photo by Kathleen Goldynia

Christine Murray, right, chats with a visitor to State's Public Service Recognition Week display on the National Mall.

A highlight during the three-day exhibit was a "scavenger hunt" held on Students' Day, on which students raced from one display to the next to get answers to questions such as "Which agency has employees assigned both in Washington, D.C., and overseas?" and "What department has the highest-ranking woman in government?"

"This is a wonderful opportunity to educate the public that the State Department does a lot more than issue passports and visas," said Christine Murray from the Bureau of Public Affairs' Public Liaison Office, coordinator of the exhibit.

"It's also a way for government agencies to share information, while recognizing the contributions of government employees."

Presidential Distinguished Service Awards

- George E. Moose, U.S. Ambassador to Geneva
- Mary A. Ryan, assistant secretary for Consular Affairs

Foreign Service Youth Awards

The Foreign Service Youth Foundation, with the support of the Association of American Foreign Service Women and coordination by the Family Liaison Office, recognized Foreign Service teenagers who demonstrated outstanding leadership in community service or service to their peers.

Shannon C. Blackburn, daughter of State administrative officer Lawrence and Anne Blackburn, now serving in Dhaka, was honored for her dedication to serving the poor and homeless through her work with Habitat for Humanity.

Lindsay Rae Rollins, daughter of U.S. Agency for International Development employee Jay and Nancy Rollins, now serving in Cairo, was honored for her volunteer efforts in service to peers at Cairo American College, to children in a Cairo orphanage and to Sudanese refugees, as well as for her contributions to an effort to save endangered coral reefs in the Red Sea.

The President's Award for Special Achievement was presented to Howard J. Sparks Jr., son of State employee Howard and Lydia Sparks, now serving in Nairobi. While a summer hire at the U.S. Embassy in Nairobi when it was bombed last August, Mr. Sparks entered the bombed building voluntarily to search for survivors. Working in dangerous conditions, he helped carry out survivors, rescue a trapped Kenyan employee and identify casualties. In addition to the President's Award for Special Achievement, he also received State's Award for Heroism for his efforts.

The first Globe Trotters Youth Award for youth ages 10 to 12 was presented to Grace Riedel, daughter of State Foreign Service officer Stephen and Cynthia Riedel, serving on a domestic assignment in Minneapolis. Ms. Riedel was honored for her efforts to help others cope with breast cancer, which included fund-raising for the Race for the Cure and writing and illustrating a book about her experience dealing with cancer in her family.

1999 AFSA/AAFSW Merit Award Winners

Co-sponsored by the American Foreign Service Association Scholarship Fund and the Association of American Foreign Service Women, the 1999 winners of the Academic and Art Merit Awards are listed below. The program recognizes the academic and artistic achievements of Foreign Service high school seniors at home and abroad. Students compete on the basis of their grade point average, Scholastic Assessment Test score, essay, letters of recommendation and extracurricular activities.

Winners receive \$1,000 awards. Honorable Mention winners, the Best Essay winner and the Community Service winner receive \$200 awards.

Academic Merit Winners

Tara Arness (Washington, D.C.)
Erik Bigelow (AIT Taipei)
Marla Blaney (Washington, D.C.)
Jamie Brown (Guatemala City)
Emily Ellickson-Brown (Kuala Lumpur)
Tanya Goldman (New Delhi)
Ethan Hurdus (Rabat)
Peter Hutchens (Manila)
Erik Kolb (Washington, D.C.)
Catherine Stimets Koss (Washington, D.C.)
Gregory Lucas (Washington, D.C.)
Jennifer Lunstead (Kuala Lumpur)
Kurt Mitman (Washington, D.C.)
Madjimbaye Namde (Manila)
Natalie Ostrander (Toronto)
David Polansky (College Station, Texas)
Alyson Rose-Wood (Arlington, Va.)
David Schmierer (Riyadh)

Julian Waldo (Washington, D.C.)
Alexander Zvinakis (Manila)

Academic Merit Honorable Mention Winners

Miriam Bensky (Singapore)
Lauren Bruno (Washington, D.C.)
Andrew English (Geneva)
Alexander Hastings (Washington, D.C.)
Christine Jensen (Jerusalem)
Karin Lion (Washington, D.C.)
Caroline Moats (Washington, D.C.)
Rhian O'Rourke (Cairo)

Art Merit Winner

Allen Cross (Washington, D.C.)

Art Merit Honorable Mention Winner

Peter Hutchens (Manila)

Best Essay and Community Service Awards

Lindsay Rollins (Cairo)

Healing the Wounds of Nairobi

A Foreign Service officer reflects on how the bombing and the loss of his wife changed him, his family and his view of the Foreign Service.

By Donna Miles

It's been almost a year since a terrorist bomb ripped through the U.S. Embassy in Nairobi, but Howard Kavalier still feels the pain of losing his wife Prabhi as if it were yesterday.

"Time will take the rough edges off the pain and hurt, but the pain and hurt will always be there," he said.

During an April 30 ceremony at the Fairfax County Library in McLean, Va., Mr. Kavalier joined friends, neighbors and colleagues from throughout the Department to remember his wife as a dreamer who loved the Foreign Service and the friendships and adventure it offered her and her family.

Mr. Kavalier and his two daughters, Tara and Maya, honored Prabhi's memory and her love of reading, particularly English literature, by planting four cherry trees at their neighborhood library. "Just as Prabhi always attempted to reach for the stars," Mr. Kavalier said at the dedication of the trees and unveiling of a memorial plaque during a glorious spring day, "so, too, these trees will grow and reach for the sky."

The Kavalers had arrived in Kenya less than three weeks before the U.S. Embassies in both Nairobi and Dar es Salaam were bombed last Aug. 7. Mr. Kavalier, Nairobi's new U.S. permanent representative to the U.N. Environment Program, had stopped by his wife's office in the administrative section to discuss their new car's delivery. At that time, Ms. Kavalier had asked her husband to swing by the Community Liaison Office to pick up information about schooling for the children.

It was 10:15 a.m.—exactly 22 minutes before the bombing—when Mr. Kavalier saw his wife for the last time. He stopped by his own office to save a computer document he'd been working on, then headed for the CLO at the front of the chancery.



Photo by Donna Miles

Howard Kavalier and his daughters Tara, left, and Maya.

While there, Mr. Kavalier heard a loud sound, followed about 10 seconds later by what he called “the loudest sound I’ve ever heard.” The ceiling above him started to collapse and his whole world suddenly went dark. He made his way out of the embassy in hopes of joining his wife, crawling through darkness and debris looking for her, without success. The next day he received the dreaded official notification of what he already knew deep down inside.

Mr. Kavalier said he still lives with the darkness, and that it will never completely go away. “This is something I will carry with me the rest of my life,” he said.

Now living in the McLean home the Kavalers bought in 1992 and raising his daughters alone, Mr. Kavalier said he continues to struggle to accept the sudden loss of his wife of 16 years.

“It would have been hard enough if she had died a natural death or in a car accident,” he said. “But this was pure evil. And it’s still hard to accept that someone could do this.”

Mr. Kavalier said he still feels anger toward the bombers, but he strives to keep as upbeat and optimistic as possible for his daughters. “There’s nothing to be gained by my becoming embittered,” he said. “If I give up and become embittered, I become the bombers’ 13th American victim. I just can’t let myself do that, for the sake of my girls.”

He admitted that he struggles with twinges of guilt, too—that he survived the bombing with only a few scratches and a torn suit, and his wife didn’t. “In a sense,” he said, “it would have been easier for the kids if she had survived and I hadn’t.”

It took a full two months after the bombing before Mr. Kavalier could even look at a picture of his wife, but his daughters serve as constant reminders. Eleven-year-old Tara looks like her mother, Mr. Kavalier said, and 6-year-old Maya possesses Prabhi’s unique brand of mischievousness and charm.

Mr. Kavalier and his daughters continue to undergo grief counseling, and he said, “it’s done wonders” to help them begin to heal. “I’ve told the kids that it’s okay to cry,” he said. “You can’t bottle up your emotions inside.”

Meanwhile, Mr. Kavalier said, he’s trying to give his daughters the most stable environment possible. The Department has been very supportive, he said, allowing him to report to work as an attorney in the Bureau of Consular Affairs’ Office of Overseas Citizens Services at 6 a.m. so he can be home when his daughters finish school each day.

Evenings are spent ferrying the girls between after-school activities and doing homework, and the family makes a weekly trip to the library, where four newly planted cherry trees honor Prabhi. Mr. Kavalier tries to make time each day to swim laps, exercising his body while giving himself time alone to think about the past as well as the future.

Mr. Kavalier said his priorities have shifted greatly since the bombing. He doesn’t get upset anymore by what he calls “the little things”—when he’s stuck in traffic or a few minutes late for a meeting. In the whole



Photo courtesy of Howard Kavalier

Prabhi Kavalier and her daughters during happier days.

scheme of things, he’s come to realize, it really isn’t all that important.

He’s even changed his attitude toward his work. “You need to do your best and take pride in what you do,” he said. “But a lot of people don’t seem to realize that some things should be accorded an even higher priority than working for the State Department.” What’s most important, he said, is family.

Mr. Kavalier said he works to keep his wife’s memory alive for his daughters. He regularly shows them photographs of their mother and shares stories about the happy times they shared during postings in Islamabad, Manila, Paris, Jerusalem and even Nairobi.

The Kavalers had served together in Nairobi from 1990 to 1992, and it was one of their favorite posts. Tara had enjoyed “a whale of a time” exploring Kenya and viewing the wildlife there, and the Kavalers had been excited about returning to Nairobi and giving Maya the same experiences.

Repeating stories about the past is painful, Mr. Kavalier said, but it helps him remember the qualities he loved in

Continued on page 44

Alternative Therapies:

What Are They and Are They For You?

By Dr. Cedric Dumont

Americans have become accustomed to innovations in health care, thanks to new methods of diagnosis and treatment and the economics of health maintenance organizations. The dramatic increase in alternative medical therapies to promote health and prevent disease, however, is a consumer-driven change.

About one-third of Americans use at least one type of alternative health care practice and visit alternative medicine providers more often than they do primary care physicians, according to Dr. David M. Eisenberg of the Harvard Medical School, who recently published the results of a large-scale study in the *Journal of the American Medical Association*.

Yet researchers estimate that 70 percent of patients using alternative therapies never mention it to their primary care provider—something that's necessary to promote comprehensive care and prevent unanticipated side effects.

What are alternative therapies? They include herbal medicine, acupuncture and chiropractic, massage, homeopathy and mind-body approaches. People seek them out for health promotion and disease prevention, to treat medical problems for which no known medical therapies exist, as an adjunct to conventional therapies or if a conventional approach conflicts with a patient's beliefs.

The medical community has raised concerns about the lack of scientific evidence on the effectiveness and adverse effects of complementary alternative medicine. In 1992, the



National Institutes of Health established the Office of Alternative Medicine to address the concerns of consumers and health care professionals. NIH has allocated about \$52 million this fiscal year alone for research on complementary alternative medicines.

Meanwhile, consumer interest in alternative medicine is soaring—and nowhere is it more evident than on grocery or pharmacy shelves, which are often lined with a wide range of dietary supplements and herbal medicines.

Herbal medicines aren't really new. About one-quarter of prescription drugs dispensed in the United States contain at least one active ingredient derived from plant material. The World Health Organization estimates that 4 billion people—80 percent of the world's population—use herbal medicine for some aspect of primary care.

But increasing American awareness of the widespread use of herbal products in Europe and passage of the Dietary Supplement Health and

Education Act in 1994 have boosted their use in the United States. The new law essentially removes dietary supplements from Food and Drug Administration control and allows manufacturers to provide information about the products' benefits. The law stipulates that herbal products may not be marketed for the diagnosis, treatment, cure or prevention of any disease.

While a variety of federally funded studies on dietary supplements are under way, confusion exists about their safety and effectiveness. Part of the confusion about herbal medicines is that in the United States there is still no accepted standard for their manufacture.

"The potency of individual preparations and extracts is subject to substantial variation," according to the *Physician Desk Reference for Herbal Products*. Consequently, consumers should review the manufacturers' directions carefully.

Alternative medicine is becoming part of the American health care system, and providers need to be open to patients' interest in alternative therapies. At the same time, patients need to approach alternative medicine with the same expectations and questions they bring to their health care providers about traditional medicines. That includes discussing with their doctor any alternative medicines they are using.

For more information on alternative therapies, call the National Center for Complementary and Alternative Medicine Clearinghouse toll-free at (888) 644-6226 or visit its web site at <http://altmed.od.nih.gov/nccam>. ■

The author is chief of the Office of Medical Services.

A New Approach to Learning Languages

Story and Photos by Donna Miles

Forget the old “one size fits all” teaching style. The FSI’s new paradigm for teaching 62 languages to some 1,700 students a year is that “one size fits none.”

Angie Bryan wrinkled her forehead, reaching for that elusive word she needed to continue her story. Her teacher, Farzana Farooqi, nodded in encouragement as Ms. Bryan described—in Urdu, the national language of Pakistan—a scene at an airport check-in counter.

Twenty-four years ago, when Ms. Farooqi first started teaching at the Foreign Service Institute, language students endured hour after hour reciting words and phrases they’d memorized in their new language. The old teaching method, a carryover from one used by the Army during World War II, stamped out language students in much the way boot camp stamped out soldiers.

It was what H. David Argoff, associate dean for instruction at FSI’s School of Language Studies, calls a “one size fits all” approach to teaching.

But the problem was that one size didn’t fit all. Students brought different backgrounds and aptitudes to the training and learned in different ways—something the old-school training method didn’t recognize or capitalize on. A

training style that worked for one student didn’t necessarily work for another.

Mr. Argoff said this realization led to the new paradigm FSI now uses to teach 62 different languages to some 1,700 students a year: “one size fits none.”

It’s a paradigm being put into play throughout the School of Language Studies. Ms. Bryan, a seven-year Foreign Service officer studying Urdu to prepare for an assignment in Lahore, and her FSI colleagues don’t spend their classroom time merely memorizing dialogues they’d never use in real life. Instead, they use their new languages to tell stories, explain the day’s headline news and discuss the issues they’ll address in their new jobs.

“It’s pretty amazing what we’re able to discuss after just five weeks in class,” said Lisa Kenna, a Foreign Service spouse headed with her husband to Peshawar in July, and Ms. Bryan’s classmate. “We’re learning not just to speak the language, but to really communicate. It helps us get over the shyness of speaking in a different language very quickly.”



Karine Sapondjian, center, leads her class in Armenian studies.



Farzana Farooqi, right, teaches Urdu to Angie Bryan, left, and Lisa Kenna.

Outside the classroom, students reinforce their classroom instruction in the National Foreign Affairs Training Center's Multimedia Center. While FSI has used recordings of native speakers since the mid-1940s to help teach language students, today's students select from a wide range of audiotapes, video discs and CD-ROMs to review or supplement what they learn in class.

In addition, individual computer stations include a computer linked to the Internet that students can access to retrieve the day's newspapers and other information in their new language.

Computer-based, interactive technology shifts the focus of instruction from the teacher to the student, explained Kathleen James, the language school's associate dean for management. Students select from the wide range of media available to learn at their own pace and in the manner that best suits their learning style.

Michelle Nichols, a Foreign Service office management specialist studying French before being posted to Ouagadougou, didn't have the advantages of multimedia products and computer technology when she studied French 27 years ago. "It offers a great way to learn because the materials here are always available, so whether you're free for 15 minutes or an hour and a half, you can come into the center and review," she said.

Instructors, too, use the Multimedia Center to develop teaching materi-



als, to tutor individual students and to conduct full classroom sessions.

erred in a classroom to hear a French visitor discuss—in his native language—his country's political situation. Down another hallway, students studying Hindi conducted a language exercise based on women's issues in the Indian culture.

Nowhere is the "one size fits none" paradigm being put into effect as dramatically as in the new Accelerated Personalized Training, or APT, program. The program formalizes many of the educational trends that have been taking place at FSI during recent years, providing individualized instruction that helps students learn not only better, but faster, too.

New language students in the APT programs generally begin their training by filling out a voluntary series of questionnaires that diagnose how they most effectively learn. Students work with an assigned "learning consultant" to put together a program that best meets their learning profile.

Sometimes students work in groups of eight or more to focus on grammar or to practice listening comprehension. Other times are devoted to one-on-one tutoring or individual self-study in the Multimedia Center.

The program includes professional seminars during which students use the language as they would at post—whether on the visa line or on the political desk, or to discuss a facilities problem with embassy employees.

"It's a much more results-oriented curriculum than in the past," said Mr. Wickberg,

whose first exposure to FSI language training was in 1983. "The emphasis now is on practical, usable language."

Jim Bernhardt, who chairs the Department of Asian, Slavic and Arabic Languages, said the emphasis on job-specific training ensures that graduates of the School of Language Studies are prepared to use their new language not just in the classroom, but where it really counts—at post. "It gives them the tools they need to really use the language, and to continue learning it when they leave here," he said.

He and his fellow language training staff members have declared the Accelerated Personalized Training program an undisputed success. Students in languages covered by the program—currently mostly the "world" languages, those closest to English—are moving faster toward their language proficiency goals than ever before.

Plans call for the APT program eventually to expand into the 44-week "hard" language courses and the 88-

week "super-hard" language courses, so all FSI language students can benefit from the school's new "one size fits none" teaching paradigm.

"The faster learners are learning faster, and the slower learners are able to get more out of the training instead of feeling like they've been steamrolled or left behind," said Jim North, who chairs the school's Department of European, Central Asian, African and American Languages.

"It's a learning approach that appears to work for everyone because it fits their individual learning styles."

Ambassador Ruth Davis, FSI's director, is a strong advocate of the language school's quiet but steady progress in revitalizing language training. "Over the past several years, they've managed to break a lot of academic tradition and to overcome a lot of the conservative expectations of their students to move forward in a remarkably effective way," she said. ■

Kids Gain Insights About State

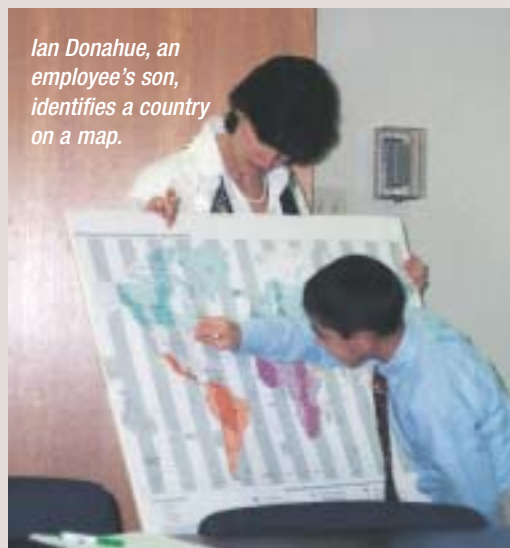
By Heide Rowe

"What's the difference between the State Department and its embassies?" asked Martha Couch, 10, during State's seventh annual celebration of "Take Your Daughters and Sons to Work Day." The daughter of John Couch in the Bureau of Diplomatic Security, she also wanted to know if ambassadors can be "voted in" or quit their jobs.

Martha and more than 30 other children of State employees ages 9 to 15 who attended this year's Take Your Daughters and Sons to Work Day in April learned lots about the Department—and most important, about the contributions their parents make to it.

The day's schedule included tours of the Ralph Bunche Library and the diplomatic reception rooms. In addition, participants attended briefings by State officials about the history of the Department, careers and student programs in the Department, the history of the U.S. passport and the geography and global issues addressed at State.

Sophia Misenheimer, the 10-year-old daughter of Alan Misenheimer in the Bureau of International Organizations, wanted to know which is the most important job in the Department. She also asked about



Ian Donahue, an employee's son, identifies a country on a map.

Photo by Patty Pitterelli

the NATO 50th anniversary celebration, which was to begin the following day in Washington, D.C., and impressed her briefer from the Department's historian's office by correctly stating the new number of NATO member States—19!

Thirteen-year-old Tyrone Thomas, son of Marianne Thomas in the Bureau of Personnel, wanted to know if Foreign Service members posted overseas can vote.

Nalena Santiago prepared throughout the day to share what she'd learned with her classmates at Rachel Carson

Middle School in Herndon, Va. The 13-year-old completed a log of each tour attended and briefing given, jotting down what she learned in each session. In addition, she prepared a poster with various items she had been given throughout the day.

She agreed that this year's Take Your Daughters and Sons to Work Day was a big success in teaching children about their parents' careers.

Now, Nalena said, she has a lot better appreciation of what her mother, Irma Santiago in State's Bureau of Western Hemispheric Affairs, does when she goes to work every day.

The author is an office management specialist in the Office of Employee Relations.

The Metamorphosis

Transfers between the Foreign Service and Civil Service are more common than most people think. Employees who've done it talk about the pros and cons.

By Donna Miles

Angela Price Aggeler describes it as something of a Kafkaesque experience. Last Sept. 14 the former State Civil Service personnel specialist awoke transformed into a Foreign Service officer. "With the magical flourish of a bureaucratic wand, my organization, even my skill code, changed," she said with a smile.

Transfers between the Foreign Service and Civil Service aren't quite that simple, but they're a lot more common than many people realize. Last year alone, more than a dozen State employees switched between the two services, for either personal or professional reasons.

William Weech, a Civil Service instructor at the Foreign Service Institute, said he served "10 happy years in the Foreign Service" before making the transfer. With three overseas tours under his belt, he landed an assignment at FSI, where he returned to what he calls his "real vocational passion: international training." Rather than mov-

William Weech, center, transferred to the Civil Service as a Foreign Service Institute instructor.



Photo by Bob Kaiser

ing on to another overseas assignment, he applied for and got a job as a Civil Service trainer at FSI.

Jim Brown, a language officer at the U.S. Embassy in Beijing, has transferred between the Civil Service and Foreign Service personnel systems six times. He joined State in 1981 as a Civil Service interpreter in the Office of Language Services. Two years later, he received a limited Foreign Service appointment to Beijing, where Chinese language officers were needed critically. Mr. Brown has served in Beijing for 14 years, 10 of them under the Foreign Service personnel system.

David Whitten, executive director for the U.S. Information Agency's Bureau of Educational and Cultural Affairs, was a Foreign Service officer in Vietnam, an assignment cut short by the U.S. evacuation in 1975.

During his follow-on assignment in the "E" Bureau—at that time, part of State—Mr. Whitten maintained close ties with the Vietnamese friends he'd made while working in the refugee camps who had resettled in the United States. But when the time came for him to bid for an overseas posting, he had to make some choices. "I knew I was going to have to get back overseas if I hoped to get anywhere as a Foreign Service officer," he said. "I still felt a responsibility to my Vietnamese friends, and I liked living in Washington."

Mr. Whitten said he didn't want to "play the game of claiming to be worldwide available but needing 'just one more year' before going overseas." So his sympathetic office director helped him transfer to the Civil Service.

"I went home on a Friday in the Foreign Service and came back to the same job on Monday in the Civil Service," he said. "The only bad moment I recall was a comment by my Foreign Service career counselor to the effect that I was never to darken her door again."

Mr. Weech, too, said switching from the Foreign Service was "surprisingly painless." Once he applied for and was offered his Civil Service job, he said FSI's personnel office took care of the necessary paperwork. "It took a while to get some payroll issues completely straightened out," he said. "But all in all, the process was pretty simple."

Not all transfers have gone so smoothly. Ms. Aggeler said the same wand that transferred her from the Civil Service to the Foreign Service "wasn't as capable of transferring leave balances or service computation dates."

Mr. Brown said incompatibilities between the two personnel systems resulted in "tremendous confusion over allowances such as evacuation from post, language incentives, rest and recreation, home leave and awards." Although his job, title, responsibilities and working

hours remained the same during his conversion to Civil Service status, he said he lost 15 percent of his income as well as R&R and home leave benefits.

Nancy Serpa, the deputy chief of mission in Lagos who has “crossed over” between the two services twice in her 25-year career, said she encountered “some kind of road-block at just about every step of the way.”

She entered the Foreign Service as a junior officer in 1973 and served three tours abroad before being assigned to Washington, D.C., in 1981. After marrying an entrepreneur who was unable to move overseas, Ms. Serpa converted to the Civil Service in 1988. Ten years later, after her husband sold his business, she was offered the DCM position in Nigeria.



Nancy Serpa, center, rejoined the Foreign Service last year.

Ms. Serpa said she considered taking the job on an excursion tour, accepting a temporary Foreign Service appointment and reentering the Civil Service when she returned to Washington, D.C. “But after some research with some very helpful people in the Personnel Bureau,” she said, “I opted to attempt reinstatement into the Foreign Service” because it would offer better retirement benefits.

But transferring between the services, she acknowledges, hasn’t been easy. “The two systems are very different and the road between them is not easy,” she said. When she con-

verted to the Civil Service in 1988, the process was “arduous.” Likewise, her reinstatement into the Foreign Service—a process, she said, “very clearly envisioned in regulation, so one that I thought would be routine”—took six months. “There are bureaucratic obstacles that hinder, rather than facilitate, travel between the two services,” Ms. Serpa said.

A temporary sojourn into the Civil Service might not have been the best thing for her Foreign Service career, she said, but Ms. Serpa has no regrets. “We had a stable start to our marriage, had one child and were able to adopt two more, and renovated our home,” she said. “For personal reasons, it was well worth it.”

Mr. Whitten, now a member of USIA’s Senior Executive Service, admits that while he initially felt that he was “betraying the club” when he left the Foreign Service, he’s enjoyed a career in which “coming to work is a joy.”

He admits that he sometimes feels “a twinge of envy” when a Foreign Service colleague prepares to leave for a particularly plum assignment. “But I’m not sorry for the decision I made 20 years ago,” he said. “The Civil Service has been very good to me. And my Vietnamese friends are all doing very well.” ■



Angela Price Aggeler transformed into a Foreign Service officer.

Making the Switch

Transferring between the Foreign Service and Civil Service can offer exciting new career opportunities, but sometimes it requires employees to take a professional step backward—however temporary.

Foreign Service members who transfer to the Civil Service compete for a specific job at a specific grade in a specific location.

But according to Gale Rogers, deputy director of the mid-level assignments division in the Office of Career Development and Assignments, Civil Service employees can transfer to the Foreign Service in two different ways.

Some who meet specific criteria—such as having served four of the past six years overseas in a career field with a deficit at the employee’s grade—may qualify to transfer at a Foreign Service grade commensurate with their Civil Service grade. But others, Ms. Rogers explained, are recruited at the entry level and accept pay cuts and loss of tenure.

In pursuing a transfer, she said, employees must accept the guidelines of the service they join. Foreign Service members who switch to the Civil Service, for example, recognize that they will generally not qualify for retirement as early as in the Foreign Service. In addition, they generally will not be promoted or change positions unless they actively seek out a new job.

Civil Service employees who join the Foreign Service recognize that they will be required to transfer to new assignments and posts throughout their careers and will be permitted to remain no more than four years at a given post. In addition, they accept that they are subject to the Foreign Service’s “up or out” policy that requires them to continually be promoted during their careers to remain in the service.

For more information about transfers from the Civil Service to the Foreign Service, contact Ms. Rogers at (202) 647-2790 or on the Department’s unclassified email system. For information about transferring from the Foreign Service to the Civil Service, consult the executive office of the bureau with the advertised position.



International Adoptions

By Donna Miles

Americans are adopting children from other countries in record numbers. Some choose international adoptions because so few U.S. children are available for adoption and because international adoptions often proceed faster than domestic ones.

Others choose international adoptions because they have ties to or are moved by needs in a particular area of the world. And for still others, international adoptions seem to just “happen”—the result of a chance encounter.

Regardless of their motivations, those who adopt children from other countries face a flurry of paperwork and procedures—but they say it’s well worth the effort. Here are some of their stories.

Martin and Giovanna Brennan

Martin Brennan said he and his wife Giovanna didn’t initially set out to adopt a child. “In some ways,” reflected the deputy chief of mission in Addis Ababa, Ethiopia, “Elsabet adopted us.”

Giovanna Brennan, a volunteer at several orphanages in Addis Ababa, was helping American friends who had traveled to Ethiopia to adopt a baby. That’s when she encountered 8-year-old Elsabet—a thin, shy girl with large, sad eyes whom Ms. Brennan immediately recognized as “someone special.”

Ms. Brennan invited Elsabet to her home several times, and, despite a language gap, a bond started to form. The Brennans’ son Peter suggested that Elsabet should stay with them. Elsabet had no desire to return to the orphanage, and she never did.

The process of adopting Elsabet, Mr. Brennan admitted, initially “appeared complicated, even daunting.” But working through the Ethiopian Children and Youth Organization and the Ethiopian court system, with help from the embassy’s consular section, the Brennans found

that “people went out of their way to be helpful.” Although overburdened, the court and immigration systems moved the paperwork forward quickly. In May 1997—four months after the Brennans met Elsabet—she became their daughter.

“When we look back at all the things that could have gone wrong,” Mr. Brennan said, “we are amazed that Elsabet was such a natural fit almost from day one.” The young girl quickly mastered key words and phrases in English and filled the gaps with wit and humor. She had never been to school—a potential problem for a 9-year-old moving into a Foreign Service family—but learned enough through home schooling and tutoring to enter third grade at the International School of Addis Ababa the next term. Friends and neighbors stopped by the Brennans’ house with boxes of young girl’s clothing and toys.

“We worried about her ability to make the transition from a background of poverty to the comparatively opulent lifestyle of the international diplomatic community,” Mr. Brennan said. But Elsabet “quickly made herself at home in a world of computer games, videos, toys and soft drinks,” he said.

Adopting Elsabet required adjustments for the whole family, but Mr. Brennan calls it “the best thing we ever did.” He said she has opened the family to new experiences and feelings and brought more humor into their lives. “Her spunk is a source of pride for all of us,” he said. “On a broader plane, watching her grow and flourish has perhaps brought a bit of optimism about the human condition.”

Susan and Paul Edmondson and their children, Michael and Mary Elizabeth.



The Brennan family, from left, includes Martin, Elsabet, Peter and Giovanna.

Susan and Paul Edmondson

When they decided to adopt a child, Susan and Paul Edmondson turned to a domestic agency with connections to Ukraine. Ms. Edmondson, a program analyst in the Bureau of Administration, and her husband learned in early 1993 that a healthy 1-year-old orphan named Ruslan had been identified for them to adopt.

Later the couple learned that Ruslan was actually several months younger than they had been told and that he had a cleft lip and palate. The adoption agency offered to find the Edmondsons another child. But after seeing Ruslan’s photograph and consulting with a plastic surgeon and their insurance company, they prepared to travel to the Solnyshko Children’s Home in Zaporozhye, Ukraine.

There, they spent several weeks visiting Ruslan, and, according to Mr. Edmondson, “doing paperwork and biding our time while the lengthy wheels of the bureaucracy turned.”

Halfway through the local adoption process, the Edmondsons learned that they needed still another approval from the Ukrainian Justice Ministry to adopt Ruslan. After a 12-hour train ride to Kiev and a hearing before the local city soviet council, they received the formal adoption papers. Then they took another long train ride, this time to the U.S. Embassy in Moscow, to apply for an immigrant visa to bring Ruslan to the the United States.

Finally, they returned home with their 16-pound son, renamed Michael Ruslan Edmondson. “We joked that our paperwork weighed more than our son, but I think it was actually true!” said Mr. Edmondson.

Several months later, surgery to repair Michael's cleft "was as if someone had taken an eraser and removed the hole from his face," his father said. Michael was formally readopted in Washington, D.C., and is now a rough-and-tumble first grader and a naturalized citizen.

The Edmondsons said the process of adopting Michael was "so wonderful and so rewarding" that two years later they decided to do it again. They asked the international agency that had located Michael to help them find a little girl with a cleft palate.

Ukraine had since put a moratorium on foreign adoptions—the result of a public backlash—and Russia was about to do likewise. So when the Edmondsons learned about Masha, a 5-month-old in a Russian orphanage, they knew they had to move quickly.

They traveled to a small town near Murmansk to meet the child, who had an even wider cleft than her soon-to-be brother Michael.

While adopting Michael took weeks, adopting Masha took just two days. The town registrar gave final approval to the adoption application, and, following a small ceremony, the Edmondsons and Masha headed for the United States.

Masha, who was renamed Mary Elizabeth Edmondson, is now 4 years old and in pre-kindergarten. She has had four operations on her cleft "but remains robust and adorable," her father boasted.

"They are a joy," he said of his children. "People constantly tell us that they look like each other—and like us."

Mary Marshall

Mary Marshall had wanted to adopt a child for as long as she could remember. While posted in Washington, D.C., in 1983, she decided to pursue her dream.

Ms. Marshall contacted the Adoption Services Information Agency, which handled many cases from Asian countries, most of them in Korea. An agency caseworker explained that because Ms. Marshall was single, the

International Adoptions: *Tips From Those Who've Done It*

Get as much information as you can before adopting. The Office of Children's Issues in the Bureau of Consular Affairs has a booklet that outlines the procedures and provides a list of valuable web sites on the subject. The Family Liaison Office and Employee Consultation Service also have literature on international adoptions.

▼ Seek out people who have been through the process for advice and support. Ann Reese in the Employee Consultation Service has resource information for single people considering adoption and a list of references in the Department.

▼ Consider adopting a child with physical problems. Susan Edmondson said U.S. medicine can make many of these conditions virtually disappear.

▼ Recognize the risks, but Ms. Edmondson points out that "at some point you just have to hold your breath and jump." Besides, she said, "having children the old-fashioned way provides no guarantees, either."

▼ Consider adopting older children. Martin Brennan said they're "often real survivors, resilient and full of spark."

▼ Try to visit the country to develop at least a limited understanding of the culture before adopting an older child.

Mr. Brennan said this understanding can provide useful insights into what otherwise might appear to be inexplicable behavior traits.

▼ Expect impediments in the adoption process, but be persistent and don't give up hope.

▼ Expect initial adjustments after your new child joins the family and be willing to work through them one day at a time. "Adoption is a journey," Mr. Brennan said.



Korean government might turn down her application—as it had previous applications from single applicants.

Although she initially wasn't notified of the decision, the Korean government did, in fact, turn down Ms. Marshall's application. Only when she learned in July 1984 that the government had reconsidered—and approved—her application did she learn the truth.

Ms. Marshall, who had since been posted to Port-au-Prince, Haiti, said she was "ecstatic" as she excitedly awaited word on when her new daughter would arrive.

But the arrival, initially expected to take only a few weeks, stretched into months. The baby who had initially been identified for the adoption died. Another baby was found, but again, Ms. Marshall faced still more delays.

The deputy chief of mission in Port-au-Prince stepped in to help the frustrated Ms. Marshall, calling a colleague in Seoul to ask for help. The DCM in South Korea learned that the doctor who had examined the child listed a condition that required a waiver from Ms. Marshall. She, however, never received the message. After learning of the disconnect, she sent the necessary waiver via cable, followed by a hard copy through the pouch. The long-awaited immigrant visa was issued.

Ms. Marshall left Haiti for the United States, where she met her 7-month-old daughter Eun Ah Joo—now Dorothy Claire Marshall—at Washington National Airport.

Unlike in most countries where the final adoption takes place in the child's native country, most Korean children adopted by Americans are adopted in the United States. The District of Columbia required a waiting period of six months and a post-placement home study before a final adoption could take place.

That requirement meant that Ms. Marshall had to get permission from the adoption agency to remove her



Mary Marshall and her daughter Claire.

daughter from the United States and take her to Haiti. Three weeks later, she and Claire arrived in Haiti.

The adoption was finalized six months later. The next year, Claire was naturalized in Montpelier, Vt., when Ms. Marshall was posted to Quebec City.

Claire, now 15, hopes to visit Korea some day to try to find her birth parents but has a long list of things she hopes to accomplish first.

"She knows that I support her in whatever she decides to do," said her mother, now director of the Office of Children's Issues in the Bureau of Consular Affairs—which, incidentally, handles international adoption issues. "She's a great kid and the joy of my life." ■

Johns Print Donated

Jasper Johns, the internationally recognized American artist, recently donated a special intaglio 10-color print to the Friends of Art and Preservation in Embassies' original print collection.

The limited edition print, "Untitled," was unveiled by President and Mrs. Clinton at a White House reception. It will soon be permanently displayed in 50 U.S. Embassies around the world.

During the reception, FAPE also announced several major contributions to the foundation's Millennium Gift to the Nation, which includes as many as 200 artworks to be placed in embassies around the world.

FAPE is a nonprofit, tax-exempt foundation established in 1986 to augment the presentation of American culture in U.S. Embassies overseas. Working closely with State, the foundation contributes numerous works of American art to embassies and provides funds for resoration projects at historic properties.





John Sander and his prize carvings.



A Hobby That's for the Birds

John Sander acknowledges that he's a right-brained person in a left-brained job. By day he crunches numbers and reviews financial policy as deputy director for the Office of Financial Policy and Management Controls. But his alter ego is a right-brained artist with a passion for carving waterfowl decoys. Mr. Sander took up decoy carving five years ago and has since won about a dozen ribbons in wildfowl carving competitions, including a first-place award at the Mid-Atlantic Wildfowl Competition in Virginia Beach, Va., and an honorable mention at the 1999 World Championship Wildfowl Competition in Ocean City, Md. He spends up to two hours a day for as long as three months on each project—carving the head and body separately from blocks of basswood using a bandsaw, sanding drum and chisels; sketching the feathers in pencil and burning them into the wood; hollowing out the body; and painting the decoy to resemble a real bird. In addition to introducing him to his “right brain,” Mr. Sander said, carving has helped him appreciate the many species of ducks along the Chesapeake Bay. “Wildfowl carving opened a new world for me,” he said.

People Like You

Spreading Love and Peace Through Song

By day she's an office management specialist in the political/economic section of the embassy in Lagos. But after hours, friends and co-workers often see Robin Cooke "singing her heart out" throughout the Nigerian capital. The mezzo-soprano has performed at the Norwegian Embassy, the Musical Society of Nigeria and the Lagos International Piano Club, as well as at local churches and private parties. She's taken to the stage twice at the embassy's Marine Ball, most recently singing the U.S. national anthem. Ms. Cooke, a Civil Service employee serving an excursion tour in Lagos, said her only regret is that she didn't explore this and other opportunities with the Foreign Service years ago. And, she added, "that I did not have the opportunity to spread love and peace through song!"

Robin Cooke, State's mezzo-soprano in Lagos.



Angler Mike Meszaros shows off a 30-pound rockfish.



He'd Rather Be Fishing

Mike Meszaros got hooked on fishing during his boyhood days in Youngstown, Ohio. Pop into his office in the Bureau of Consular Affairs' Office of Overseas Citizens Services and you'll see a gallery of photos that testify to his love of this favorite American sport. A Civil Service attorney adviser for State since 1986, Mr. Meszaros practices his angling skills whenever and wherever he can, including Kazakhstan, where he fondly remembers reeling in whitefish during a State trip. His latest goal is to catch "a big drum" fish off North Carolina's Outer Banks. "I just love it when a big fish puts up a fight," he said. Perhaps that's a challenge he learned in law school?

OBITUARIES



William E. Duggan, 83, a retired State employee, died of pneumonia on March 31 in Washington, D.C. Mr. Duggan spent most of his 40-year government career at the Washington Passport Agency and retired as the office's deputy director. In that capacity, he presented seminars on the detection of fraudulent documents at agencies around the world.



Thomas P. Hamilton, 55, a Senior Foreign Service officer who retired in 1996, died of cancer on March 19 in Jacksonville, Fla. Mr. Hamilton served in several southeast Asian posts, in Colombia and as director of the Office of Indonesia, Malaysia, Brunei and Singapore Affairs during nearly three decades with State. He received the State Superior Honor Award for outstanding service.

Ronald J. Lundy, 52, husband of Foreign Service officer Katherine Millard and a contract project director for the Office of Foreign Buildings Operations in Sri Lanka, died suddenly of a heart attack in Colombo on March 14. Mr. Lundy began his association with State in 1985 when he led a 13-man Navy Seabee detachment to the U.S. Embassy in Algiers to complete a public access control project for the Bureau of Diplomatic Security. Following his retirement from the U.S. Navy in 1989, he joined his wife on overseas assignments in Jamaica, Albania and Sri Lanka. At the time of his death, he was completing the construction of a \$1 million warehouse complex for the embassy in Colombo.



William T. Malone died on March 23 in Alexandria, Va., after knee replacement surgery. Mr. Malone began his government career at the Pentagon in 1956. Following a career that spanned 25 years, he retired in 1981 as a section chief in the Washington Passport Office. In April 1998 he was presented with the Bureau of Consular Affairs' Trailblazer Award.

Robert Miller Marr, 90, a retired Foreign Service officer, died on April 4 in Green Valley, Ariz. Mr. Marr joined State after World War II and served in Paris with the Marshall Plan and in Pretoria as an administrative officer. After an assignment as a Foreign Service inspector, he was posted to Buenos Aires as counselor for administrative affairs. He retired in 1968 with 25 years in the Foreign Service.

James M. McDonald Jr., 75, a retired U.S. Information Agency public affairs officer, died of cancer on April 1 in Seattle. Mr. McDonald entered the Foreign Service in 1950 and served in Germany and France. He attended the Johns Hopkins European Center in Bologna, Italy, then served in Nicaragua. After graduating from the National War College, he served in the Dominican Republic and in Italy. He received the USIA Superior Honor Award and the Santa Cecilia Award from the Italian state radio and television network during his career. He retired in 1975.



Jasmine Loring Skeete, 17, of Vienna, Va., died on April 2 after a long battle with cancer. Ms. Skeete lived with her Foreign Service mother, Pamela Loring, now in the Bureau of East Asian and Pacific Affairs, and her sister Valerie in Beijing and Seoul before being medevaced in September 1996. While attending Seoul American High School, she was active in soccer and placed first on the track team. A senior at George Marshall High School in Falls Church, Va., she was looking forward to studying management in college and following her mother's career.



Fred W. Trembour, 86, a retired U.S. Information Agency Foreign Service officer, died on Feb. 3 of pneumonia in Boulder, Colo. He served in Germany, India, Iran and Washington, D.C., before retiring in 1970.

O B I T U A R I E S



Azucena M. "Susie" Vasquez, 54, a retired equal employment opportunity manager, died on March 28 in Scottsdale, Ariz., after a brief illness. Ms. Vasquez began her federal career as an education specialist with the Job Corps in 1981. She served as an equal employment opportunity specialist with the U.S. Information Agency from 1984 to 1988. She joined State in 1988 and served as the

Federal Women's Program coordinator and as manager for Hispanic program activities until she retired in 1998.

H. Andre Weismann, 84, died on Feb. 23. After World War II, Mr. Weismann was appointed as a financial adviser in the Office of the U.S. High Commissioner to Germany. Subsequently, he held posts of increasing responsibility in the Foreign Service, such as deputy chief of International Financial and Monetary Affairs and director of the Office of Brazilian Affairs. He became director of the U.S. Agency for International Development program in El Salvador, then counselor for Economic and Commercial Affairs and director of the USAID program in Caracas. He retired in 1972 as director of State's Office of Commercial Affairs.



Charles Edward Willis, 73, a retired Foreign Service officer, died on March 24 in Pocatello, Idaho. Mr. Willis joined the Foreign Service in 1965, serving as an electronics engineer with the Voice of America in the Philippines and Vietnam. He was captured by the North Vietnamese in January 1968 and was held as a prisoner of war for five years until his release in

March 1973. He was presented with the Award of Valor on his return to the United States and retired in 1976.



Robert Walter Zimmermann, 80, died on March 5 in Washington, D.C., of a heart attack. During his Foreign Service career as a political officer, Mr. Zimmermann served in Peru, Thailand, the United Kingdom, Spain and Portugal. He retired in 1979 and spent 10 years as a part-time worker in the Department's declassification section.

Healing *Continued from page 30*

his wife: her smile, her beauty, her intellectual sharpness and her ability to work with people to get things done.

Mr. Kavalier places flowers on his wife's grave at Arlington National Cemetery every month on the anniversary of the bombing. The grave site, on a wooded hillside, offers a clear view of the State Department's diplomatic entrance. Prabhi's last assignment at Main State was in the Bureau of Western Hemispheric Affairs' Office of Mexican Affairs, which overlooks the diplomatic entrance.

As fitting as the grave's location may be, it's also a poignant reminder to Mr. Kavalier of the risks members of the Foreign Service face serving the United States overseas.

He remembers the irony of the mandatory security briefing he and his wife received just three days before the embassy bombing. Mr. Kavalier had posed a fateful question: What happens if the embassy is confronted with an incident like the one at Khobar Towers in Dhahran, Saudi Arabia, that took the lives of 19 U.S. airmen in 1996? Sensing the assistant regional security officer's discomfort with the question that everyone secretly knew the answer to, Prabhi had kicked her husband under the table to quiet him. "She was the consummate diplomat," he recalled.

Less than 72 hours later, she was dead. Mr. Kavalier was left with still more questions about security for members of the Foreign Service overseas.

He expressed concern that the issue—so much in the forefront immediately after the bombings—will fade from the Department's collective memory. "My wife's name will be just another name on the memorial plaque [at Main State's diplomatic entrance]," he said. "People forget."

Mr. Kavalier urges the U.S. government to stand by its word to protect its employees overseas. "Members of the military are armed and trained to protect themselves. Diplomats are not," he said. "It's unconscionable for us to send people out into harm's way without the adequate security."

In a recent letter to President Clinton, whom Mr. Kavalier met at Andrews Air Force Base when his wife's body was returned to the United States, he urged the President to heed the advice of the Crowe accountability review boards and spend the money required to improve security at U.S. Embassies worldwide. He said the President's "less than robust" budget request for embassy security "simply invites more Nairobis and Dar es Salaams, as well as more ceremonies at Andrews."

That—and the pain and suffering it would impose on other Foreign Service families—is something Mr. Kavalier said he owes to his wife's memory never to let happen. ■

Additional Kirby Simon Trust Projects

Remembering Kirby Simon

From the tragic death of a young Foreign Service officer comes an outpouring of volunteerism and hope.

Kirby Simon was completing his first Foreign Service tour in Japan when the 25-year-old was killed in a car accident on April 20, 1990. The accident and tragic loss of Mr. Simon—due to a faulty heater in the government-owned apartment—left a tremendous gap in the lives of those who knew and loved him and in the Foreign Service. As a gift to his family, many members and friends from around the world donated a beautiful memorial with extraordinary affirmations and marked by acts of volunteerism. Through the stories they shared, they remembered the witty, outgoing professional whose one former colleague called “the first one invited to every party and the last one to complain about a busy day—the first to hold the door open and the last to walk through.” Kirby Simon, his friends remembered, lived his three years in the Foreign Service. One former supervisor remembered that “for Kirby, the important part of the Foreign Service was service.” A co-worker recalled that he “was passionately committed to the causes he believed in, and another, that he “made no apologies for standing up for what he believed was right,” while “bringing constant joy to other people.”

Struggling with their sudden loss, John and Claire Simon chose to memorialize their son and his work in a way that reflected how he lived—through giving and service. They established the J. Kirby Simon Foreign Service Trust fund this month as a charitable fund with the primary goal of expanding opportunities for personal and community service and the personal well-being of active Foreign Service officers and their families.

Since its inception, the trust has funded 20 projects in 24 countries spanning all geographic regions. Grants have ranged from \$500 to \$4,000 for such lasting or more than lasting.

All the projects awarded through the trust are selected and carried out in an unofficial capacity and not on official time by Foreign Service members, their family members and other U.S. government employees, regardless of nationality, serving at U.S. diplomatic posts abroad.

To date, the trust has funded projects that assist facilities for disabled persons, ecological projects, libraries, facilities for children, educational opportunities, summer day care programs, teachers' training, studies for abused women and writing competitions. It has also sponsored occasional sports events for men and women.

Christina Tardiff, who helped found the Merida English Library in Mexico thanks largely to the trust, called the J. Kirby Simon Trust grant “a gift from heaven.”

“We are a struggling group of Americans of all ages who, through sheer force of will and desire have created a library out of nothing,” she reported to the trust's board of directors. “We have given immensely thanks in large part to the trust you gift brought us in and offers.”



Kirby Simon, killed in Japan with the Foreign Service National's office and family is shown in Japan, the day before he died.

May 1999 33

The J. Kirby Simon Foreign Service Trust supported 11 projects in 1998 that were not mentioned in the May issue. They are:

- **Naha and Okinawa, Japan:** A monthly “English Corner” involving informal English language interchange between U.S. guest speakers and Okinawan college students and recent graduates
- **Amman, Jordan:** A science laboratory at a school for the deaf in Salt, Jordan
- **Kuala Lumpur, Malaysia:** Training of Malaysian elementary school music teachers in the Orff-Schulwerk participatory method of music education
- **Merida, Mexico:** Improvement of the Merida English Library that serves both the U.S. and Mexican communities
- **Wellington, New Zealand:** Field trips to the Te Papa Museum for children attending a primary school serving Maori/Pacific Island children from low-income families
- **Niamey, Niger:** A refrigerator for medicine, baby formula and food provided to local children in a program operated by a local orphanage that receives assistance from a U.S. voluntary support network
- **Lima, Peru:** A library for the first school built in Villa El Salvador at the initiative of the school's parent association
- **Dakar, Senegal:** A temporary shelter for Senegalese girls in danger of family abuse and for pregnant teenagers expelled by their families
- **Pretoria, South Africa:** Expansion of the Chariotters Basketball Club, a youth association in Mamelodi township, to include an additional 60 young girls and boys
- **Kiev, Ukraine:** An educational day summer camp for children of the embassy community and, space permitting, for other members of the extended international community
- **Tashkent, Uzbekistan:** Educational supplies for an English-speaking school attended by children from the United States and four other countries as well as the local community

NOMINATIONS

NOMINATIONS

Prudence Bushnell—U.S. Ambassador to the Republic of Guatemala
 David B. Dunn—U.S. Ambassador to the Republic of Zambia
 M. Michael Einik—U.S. Ambassador to the Republic of Macedonia
 Christopher E. Goldthwait—U.S. Ambassador to the Republic of Chad
 Joyce E. Leader—U.S. Ambassador to the Republic of Guinea
 Joseph Limprecht—U.S. Ambassador to the Republic of Albania
 Richard L. Morningstar—U.S. Ambassador to the European Union

More complete biographical information will be provided when the nominees are confirmed by the Senate.

FOREIGN SERVICE

Transfers

Ahern, Katharine, Kathmandu to Personnel
 Allen, Catherine E., Brussels to Personnel
 Appleton, David Egert, Pol. Military Affairs to Population, Refugees and Migration
 Bauman, Eva L., Monrovia to Personnel
 Benedicto, Kathryn S., Dhaka to Personnel
 Boyke, Robert, Algiers to Personnel
 Brennan, Elizabeth Ann, Montevideo to Personnel
 Cervantes, Doris V., Tegucigalpa to Personnel
 Chapman, Todd Crawford, Abuja to Executive Secretariat
 De Las Casas, Alvaro, Caracas to Consular Affairs
 Galanek, Adrienne M., Pre-Assign. Tng. to Shanghai
 Galindo, David R., Intell. and Res. to Ottawa
 Giovanniello, Anthony R., Guadalajara to La Paz
 Henke, Raymond Carl, Dakar to Personnel
 Hoffman, Patricia, Pre-Assign. Tng. to Mexico City
 Hogan, Kristi Dianne, Pre-Assign. Tng. to Ulaanbaatar
 Hull, Edmund James, Int'l. Org. Affairs to Amb.-at-Large for Counter-Terrorism
 Ingram, Sandra Jean, Mexico City to Western Hemispheric Affairs
 Johnston, Lawrence Paul, Bridgetown to Personnel
 Kagler, Robert H., Diplomatic Sec. to Foreign Buildings
 Kerper, Sarah E., Nicosia to European Affairs
 Kessler, Kurtis M., Tallinn to European Affairs
 Kierans, Lisa S., Dem., Human Rights and Labor to Western Hemispheric Affairs

Laidlaw, Philip G., European Affairs to Foreign Service Institute
 Lancia, Susan M., Leave Without Pay to Personnel
 Leo, John Michael, East Asian and Pac. Affairs to Manila
 Marek, Jim A., Jerusalem to Qatar
 O'Neill, Heidi E., F.S. Specialist Intake to Bridgetown
 Odean, Joan B., Tel Aviv to Oslo
 Oudkirk, Sandra Springer, East Asian and Pac. Affairs to Ankara
 Parker, James R., Personnel to Moscow
 Reddock, Kimberly Kay, Shanghai to Personnel
 Reynolds, Cheryl H., F.S. Specialist Intake to Nairobi
 Sletten, Jeanette Lovell, Caracas to Personnel
 Smith, Daniel Bennett, Bern to Global Affairs
 Stewart-Page, Jennifer M., Lusaka to Personnel
 Taube, Constance E., Department of Commerce to East Asian and Pac. Affairs
 Trueman, Rachel D., Harare to Personnel
 Velez, Leandro, Santiago to Personnel
 Waldrop, Neal A., III, Arms Control and Disarm. to Geneva
 Whaley, Peter, Personnel to Pol. Military Affairs
 Wheeler, Linda A., Mexico City to Personnel
 White, Gordon S., Abidjan to Diplomatic Sec.
 Winchester, Robert Forrest, Executive Secretariat to East Asian and Pac. Affairs
 Wolnick, Meredith Anne, Pre-Assign. Tng. to São Paulo

Resignations

Betsch, Elaine, Pretoria
 Clark, January Dawn, Islamabad
 Cleasby, Geoffrey, Tbilisi
 Davis, Alice Jean, Dakar
 Fairlamb, John C., Vienna
 Farmer, Robert Alan, Hamilton
 Garred, Lawrence Keefe, Personnel
 Hansen, Stephanie A., Frankfurt
 Humbert, Sarah K., Personnel
 Jacobsen, William L., Jr., Rabat
 Long, Kathryn S., Jerusalem
 Pauli, Rosemarie, Treasury Department
 Rodriguez, Alberto, Madrid
 Sutow, Beatriz de, San Salvador
 Untalan, Gregorio L., Jr., Tokyo
 Vazquez, Amy Dwyer, Personnel
 Ward, Mary E., Paramaribo
 Woolery, Elaine M., Personnel

Retirements

Howell, Elinor, Peshawar
 Root, Danny B., Bogota
 Vessey, John W., III, Pol. Military Affairs

Appointments

Ahring, Liliana E., F.S. Specialist Intake
 Alvarez, Jeraldo T., Frankfurt
 Auclair, Regina, F.S. Specialist Intake
 Aversa, Martin J., Pre-Assign. Tng.
 Babb, Joseph R., Pre-Assign. Tng.
 Beaver, Anthony Thomas, Pre-Assign. Tng.
 Brandt, John W., Frankfurt
 Brooks, Kristen A. L., Pre-Assign. Tng.
 Broughton, William K., F.S. Specialist Intake
 Burton, Michelle Ann, Pre-Assign. Tng.
 Carr, Jerome, Diplomatic Sec.
 Cassetta, Matthew Victor, Pre-Assign. Tng.
 Claiborne, Candace M., F.S. Specialist Intake
 Cooper, Carolee A., F.S. Specialist Intake
 Cropper, Natalie, F.S. Specialist Intake
 Cummings, Philip Martin, Pre-Assign. Tng.
 Davis, Carol J., F.S. Specialist Intake
 Delbianco, Gene Joseph, Pre-Assign. Tng.
 Doucette, James E., F.S. Specialist Intake
 Dowling, Theresa R., F.S. Specialist Intake
 Dublin, Jonathan W., F.S. Specialist Intake
 Flynn, Terrence Robert, Pre-Assign. Tng.
 Francis, Dana J., Pre-Assign. Tng.

Fulwiler, Dan Oral, Pre-Assign. Tng.
 Glynn, James J., F.S. Specialist Intake
 Goshko, Matthew Eugene, Pre-Assign. Tng.
 Greaney, Brian E., Pre-Assign. Tng.
 Heater, Theresa L., F.S. Specialist Intake
 Henneke, Janet L., Djibouti
 Horwitz, Melissa P., Pre-Assign. Tng.
 Hunsucker, Sanya L., F.S. Specialist Intake
 Julian, Mark W., Frankfurt
 Klein, Kenneth D., F.S. Specialist Intake
 Kucera, Christine A., F.S. Specialist Intake
 Lauritzen, Wendy Renee, East Asian and Pac. Affairs
 Leatham, Dennis A., Amman
 Lienhart, Catherine K., F.S. Specialist Intake
 Lund, Roger W., Regional Dip. Courier
 Mass, Clifford B., F.S. Specialist Intake
 McCormick, John Howard, Pre-Assign. Tng.
 Mosby, David George, Pre-Assign. Tng.
 Murphy, Harry J., III, F.S. Specialist Intake
 Murphy, Mary E., F.S. Specialist Intake
 Neal, Clifton E., Frankfurt
 Nice, Dennis E., F.S. Specialist Intake
 Nissen, Andrew Huang, Pre-Assign. Tng.

Obryon, Michael S., Diplomatic Sec.
 Osinski, David J., F.S. Specialist Intake
 Palmer, Thomas M., F.S. Specialist Intake
 Papp, Nicholas, III, Pre-Assign. Tng.
 Parker, Bradley Scott, Pre-Assign. Tng.
 Parker, Lawrence, Frankfurt
 Perrin, Roy Albert, Pre-Assign. Tng.
 Prouty, Marco Glen, Pre-Assign. Tng.
 Rajkovich, Ronald F., F.S. Specialist Intake
 Recinos, Helen Greeley, Ankara
 Resnikoff, Barrie, Diplomatic Sec.
 Richter, Ginger G., F.S. Specialist Intake
 Robertson, Jerry W., F.S. Specialist Intake
 Roche, Michael J., F.S. Specialist Intake
 Segas, Gregory Paul, Pre-Assign. Tng.
 Shaw, Donald C., F.S. Specialist Intake
 Shepler, Mark A., F.S. Specialist Intake
 Suty, Sandra K., F.S. Specialist Intake
 Thedy, Tod M., Bangkok
 Turner, Oumnia R., F.S. Specialist Intake
 Williams, Kendi E., F.S. Specialist Intake
 Wylie, Cecilia W., F.S. Specialist Intake

As the Department's principal employee publication, *State Magazine* is provided with monthly lists of Civil and Foreign Service employees assigned, hired, retired or reassigned. As a public document subject to full disclosure under the law, these lists are subject to only minor editing for style purposes by *State Magazine*. Department policy is to publish the lists in their entirety.

CIVIL SERVICE

Appointments

Ackerman, Carlene G., Under Sec. Arms Control
 Adams, Alice M., Chief Fin. Officer
 Adams, James S., Arms Control
 Andrew, Michael J., Diplomatic Sec.
 Austin, James A., Arms Control
 Ballenger, Derrill W., Foreign Buildings
 Bannister, Gordon, Operations
 Barakat, Esber, Foreign Buildings
 Bare, Clive G., Arms Control
 Barnes, Glenda A., Info. Res. Management
 Batcher, Robert T., Arms Control
 Beardsley, Tyler S., Public Affairs
 Beckett, Johnathan T., Arms Control
 Bravaco, John A., Arms Control
 Brawner, Amelia C., Arms Control
 Braxton, Constance, Management
 Brockenborough, Janett, Leg. Affairs
 Brosnan, Stephen W., Pol. Military Affairs
 Brown, Marshall L., Legal Adviser
 Burk, Susan F., Nonproliferation
 Bush, James Daniel, Legal Adviser
 Calhoun, Herbert L., Pol. Military Affairs
 Campbell, Michelle A., Arms Control
 Canonico, Gabrielle C., Arms Control
 Cao, Tin Trung, Info. Res. Management
 Caramanica, Janice F., Legal Adviser
 Carrera, Nicholas J., Arms Control
 Caul, Patricia T., Under. Sec. Arms Control
 Chalsani, Rekha, Public Affairs
 Coffee, Michael S., Legal Adviser
 Colton, John P., Nonproliferation
 Cook, Avis, Operations
 Corbett, Deidre D., Arms Control
 Corden, Pierce S., Arms Control
 Cordova, Matthew A., Arms Control
 Coyle, Margaret A., Arms Control
 D'Andrea, Richard E., Arms Control
 Dalch, Walter E., III, Arms Control
 Dale, Cathleen B., Nonproliferation
 Dario, Elmo R., Arms Control
 Davis, Michael S., Nonproliferation
 Dennis, Charity C., Pol. Military Affairs
 Derrick, Deborah L., Leg. Affairs
 Dreicer, Mona, Under Sec. Arms Control
 Durham, Nancy D., Chief Fin. Officer
 Easton, Joseph J., Leg. Affairs
 Fenstermacher, Dan L., Nonproliferation
 Ferguson, Diane A., Arms Control
 Firehock, Raymond B., Intell. and Res.
 Fischer, Robert Lucas, Arms Control
 Fletcher, Belina M., Arms Control
 Ford, Tracy A., Operations
 Gallik, Daniel, Arms Control
 Garner, Sharon J. P., Arms Control
 Gaston, Daneil T., Operations
 Gee, Cynthia N., Inspector General
 Gibbs, Jeffrey J., Legal Adviser
 Giese, Juliet A., Nonproliferation
 Godesky, Robert, Diplomatic Sec.
 Gonzalez, Eva M., Arms Control
 Goodman, Mark W., Nonproliferation
 Gordon, Amy E., Arms Control

Grandy, Cecil A., Medical Director
 Gross, Donald G., Under Sec. Arms Control
 Gross, Laura H., Public Affairs
 Guhin, Michael A., Nonproliferation
 Guimarin, Linda M., Public Affairs
 Hall, Lajaune, Public Affairs
 Hatcher, Janey W., Arms Control
 Heinrich, L. William, Jr., Intell. and Res.
 Henderson, Donna M., Arms Control
 Herring, Wendy Cooper, Arms Control
 Hirsch, Theodore M., Legal Adviser
 Hoinkes, Mary Elizabeth, Legal Adviser
 Hoppler, David E., Arms Control
 Houck, Frank S., Nonproliferation
 Jablonski, Mark S., Foreign Buildings
 Johnson, Amalya A., Arms Control
 Johnson, Glen H., Arms Control
 Johnston, Steven C., Foreign Buildings
 Jordan, Candace Marie, Arms Control
 Kartchner, Kerry M., Arms Control
 Kaulaity, Martha A., Arms Control
 King, Elizabeth R., Under Sec. Arms Control
 Kleinhampel, Donald E., Foreign Buildings
 Kosar, Colleen M., Operations
 Kouts, Jodi Lynn, Nonproliferation
 Krause, Donald L., Inter. Narc. and Law Enfor. Affairs
 Lacey, Edward J., Arms Control
 Lachman, Gary S., Foreign Buildings
 Lanier, Sidney L., Foreign Buildings
 Lannon, James W., Diplomatic Sec.
 LeBlanc, Mark Edward, Under Sec. Arms Control
 Lee, Audrey K., Foreign Buildings
 Lesko, Edward F., Operations
 Lewis, Astrid A., Arms Control
 Liebowitz, Alexander T., Arms Control
 Look, Karin L., Arms Control
 Luzgin, Tamara, Arms Control
 Lytell, Gordon J., Consular Affairs
 Mahley, Donald A., Arms Control
 Malkin, Susana, Western Hemispheric Affairs
 Mallin, Maurice A., Arms Control
 Mally, Gerhard, Arms Control
 Malzahn, William A., Arms Control
 Markoff, Michele G., Pol. Military Affairs
 Marvin, Diana S., Arms Control
 Mason, Peter William, Legal Adviser
 McBride, Mary C., Western Hemispheric Affairs
 McDowell, Dennis, Arms Control
 Meekins, Angellena R., Stamford Passport Agency
 Mikulak, Robert P., Arms Control
 Millard, James J., Arms Control
 Mims, Pearl, Arms Control
 Moffitt, William A., Arms Control
 Monahan, William G. P., Legal Adviser
 Moore, Lorenzo, Arms Control
 Morrison, Keith, Leg. Affairs
 Murphy, Matthew F., Pol. Military Affairs
 Nealy, Robert L., EEO and Civil Rights
 Newman, Robert David, Nonproliferation
 Nicholson, Lavetta M., Nonproliferation
 Nordmann, Brian D., Arms Control
 Olson, Peter, Legal Adviser

Oocumma, Olsa F., Nonproliferation
 Palmer, Suzanne M., Nonproliferation
 Park, Christopher J., Arms Control
 Peterson, Karen F., Nonproliferation
 Pettis, Roy C., Jr., Arms Control
 Piper, Bernard F., Operations
 Purcell, Jane, Arms Control
 Ray, Terrill W., Arms Control
 Read, Cathy J., Operations
 Richard, Anne C., Res., Plans and Policy
 Roberts, Lamanthia A. B., Legal Adviser
 Robinson, Lisa M., Nonproliferation
 Rosenblum, Todd M., Nonproliferation
 Rosenkrantz, Steven J., Arms Control
 Rosenthal, Michael D., Nonproliferation
 Russell, Caroline R., Nonproliferation
 Rust, Dean F., Nonproliferation
 Rusten, Lynn F., Arms Control
 Sarmiento, Jessamyn D., Public Affairs
 Sayyad, Vara L., Nonproliferation
 Severe, William R., Nonproliferation
 Seward, Bernard L. Jr., Legal Adviser
 Shafer, William R., Info. Res. Management
 Sheaks, Owen J., Under Sec. Arms Control
 Shelton, Etolia G., Arms Control
 Shiftlet, Renee V., Arms Control
 Short, Robert C., Diplomatic Sec.
 Smaldone, Joseph Paul, Nonproliferation
 Smith, Emile C., Arms Control
 Snidle, Giovanni A., Pol. Military Affairs
 Solomon, Kimberly L., Arms Control
 Spoo, James F., Diplomatic Sec.
 Squassoni, Sharon A., Pol. Military Affairs
 Starr, Barbara J. Foelak, Under Sec. Arms Control
 Stern, Warren M., Nonproliferation
 Stevens, Robert E., Under Sec. Arms Control
 Sweberg, Mark Harold, Pol. Military Affairs
 Taylor, Jerry A., Under Sec. Arms Control
 Taylor, Rosemarie, Legal Adviser
 Thunman, Michael E., Intell. and Res.
 Vance, Merry S., Arms Control
 Velasquez, Oscar, Info. Res. Management
 Verbrugge, Andrea S., Arms Control
 Voncollin, Lisa E., Arms Control
 Walz, Mary K., Public Affairs
 Watkins, Calvin S., Operations
 Weekman, David E., Arms Control
 Weiss, Joanna G., Legal Adviser
 Wessel, Jerry J., Foreign Buildings
 White, Sue A., Arms Control
 Williams, Ned B., III, Arms Control
 Williams, Denise Michele, Arms Control
 Williams, Sandra R., Nonproliferation
 Winstead, Dennis A., Arms Control
 Wollan, David S., Arms Control
 Wulf, Norman Alan, Nonproliferation
 Yaffe, Michael D., Nonproliferation
 Yeager, Brooks B., Oceans and Int'l. Envir.
 and Sci. Affairs
 Yehl, Thomas J., Arms Control
 Young, Jamie F., Arms Control

CIVIL SERVICE

Resignations

Bartels, Steven W., Diplomatic Sec.
Benavides, Eduardo, Consular Affairs
Bowser, Gay Dickman, Foreign Service Institute
Brown, Marshall L., Legal Adviser
Cain, Larry F., Diplomatic Sec.
Carson, David E., San Francisco Passport Agency
Cavazos, Catherine G., Info. Res. Management
Cohen, Michael A., Int'l. Org. Affairs
Conrad, Kathe D., Foreign Service Institute
Cook, Tamika J., New Orleans Passport Agency
Davis, Michael S., Nonproliferation

Delaney, Lynn M., Administration
Fleming, Rosemary E., Foreign Service Institute
Gomez, Raymond Edward, Diplomatic Sec.
Gouldmann, Peter Michael, Info. Res. Management
Hauser, Wendy Beth, Inspector General
Jensen, Rose M., Seattle Passport Agency
Malone, Jerry J., Info. Res. Management
McCarty, Linda L., Public Affairs
Pego, Alice A., Los Angeles Passport Agency
Permuy, Pedro Pablo, Res. Plans and Policy
Phaneuf, Christine Marie, Info. Res. Management

Pomerance, Ralph, Jr., Oceans and Int'l. Envir. and Sci. Affairs
Prather, Jacqueline, Chief Fin. Officer
Resch, Rensselear, Consular Affairs
Roberts, Darwin D., Inspector General
Ryan, Daniel Francis, Western Hemispheric Affairs
Severe, William R., Nonproliferation
Smith, Gare A., Dem., Human Rights and Labor
Toomer, Reid W., New Orleans Passport Agency
Trapnell, Cheryl, Chief Fin. Officer

Reassignments

Bing, Cathy D., European Affairs to African Affairs
Carter, Leticia I., African Affairs to Oceans and Int'l. Envir. and Sci. Affairs
Dobbins, Rochelle P., Chief Fin. Officer to Diplomatic Sec.
Perry, Karen, Personnel to Near Eastern Affairs
Reba, Jeffrey Charles, Chief Fin. Officer to Foreign Buildings
Tyson, Lisa M., Int'l. Org. Affairs to Protocol

Retirements

Gomberg, Pamela J., Consular Affairs
Jones, Nadine S., Diplomatic Sec.
Puopolo, Phillip J., Operations
Shahid, Grace, Foreign Service Institute
Soncrant, Lorelei H., Legal Adviser

USIA CIVIL SERVICE

Appointments

Schnurer-Yasuda, Angela, Information
Abed-Kotob, Sana H., Ed. and Cultural Affairs
Jilka, Lucy, Ed. and Cultural Affairs
Minaya, Luis, R., Information
Mingo, Michael J., General Counsel
Moran, Kevin S., Information
Hoffmann, Myron L., West European Affairs
Green, Joseph, Edward, Administration

Retirements

Hill, L. Paul, Comptroller
Dudley, Glenda C., Information
Finegan, Eileen, Human Resources
Mcdonagh, Richard J., Administration

USIA FOREIGN SERVICE

Appointments

Chakrawarti, Sita L., Human Resources
Fennell, Daniel J., Human Resources
Gersten, Bridget F., Human Resources
Livaccari, Christopher, Human Resources
Wendell, Daniel R., Human Resources

Retirements

Drengler, Dorothy, Human Resources
Treacy, John, Information

FS Youth Celebrate 10th Anniversary

The Foreign Service Youth Foundation recently celebrated its 10th anniversary by presenting a one-woman play that explores the life and identify struggle of a "third-culture kid" raised in the Foreign Service.

"Isite," written and performed by dramatist Katie Buck, reveals the joys and struggles of a dual-culture Arab American raised in the Foreign Service.

The special anniversary production was held June 19 in the Dean Acheson Auditorium at Main State.

RADIOACTIVE INK ON A POORLY
ENGRAVED INVITATION TURNED
MILD-MANNERED WINK DINGLE
INTO STATE DEPARTMENT
SUPERHERO...

PROTOCOL BOY

THE EVIL DR. VULGARO TERRORIZES AN UNSUSPECTING
DIPLOMATIC FUNCTION...



UHM, CAN'T A
GUY GET A FOIE GRAS
AROUND HERE?

AGUELER 99

HOLD IT RIGHT THERE,
DR. VULGARO!

PROTOCOL BOY! YOU'RE
TOO LATE! I'VE ALREADY
REARRANGED THE
PLACE CARDS!

OH, NO! WHAT IF THE
CHARGÉ D'AFFAIRES
IS GIVEN PRECEDENCE
OVER THE MINISTER
PLENIPOLENTIARY?

NEVER FEAR! I'LL
FIX THE SEATING
ARRANGEMENT
WITH MY PROTOCOL
RAYS!

BUT OF COURSE!
THE HOSTESS MOVES
ONE SEAT TO THE
LEFT, WITH THE
RANKING MALE GUEST
ON HER RIGHT...



YOU'RE FINISHED, DR. VULGARO! AND REMEMBER: WHILE
GLOVES NEED NOT BE REMOVED FOR GOING THROUGH THE
RECEIVING LINE, ONE NEVER EATS WITH GLOVES ON!

CURSE YOU,
PROTOCOL BOY!



PROTOCOL BOY
HAS SAVED
THE DAY!

AND HE WROTE
SUCH A THOUGHTFUL
THANK YOU NOTE!



Department of State, USA
Bureau of Personnel
Washington, DC 20520

Official Business
Penalty for Private Use

Periodicals
Postage and Fees Paid
Department of State
ISSN 1099-4165

If address is incorrect, please
indicate change. Do not cover
or destroy this address label.
POSTMASTER: Send changes
of address to:

State Magazine
PER/ER
SA-6, Room 433
Washington, DC 20522-0602



Foreign Service Day
in Review—*Page 18*